

FIG. 1

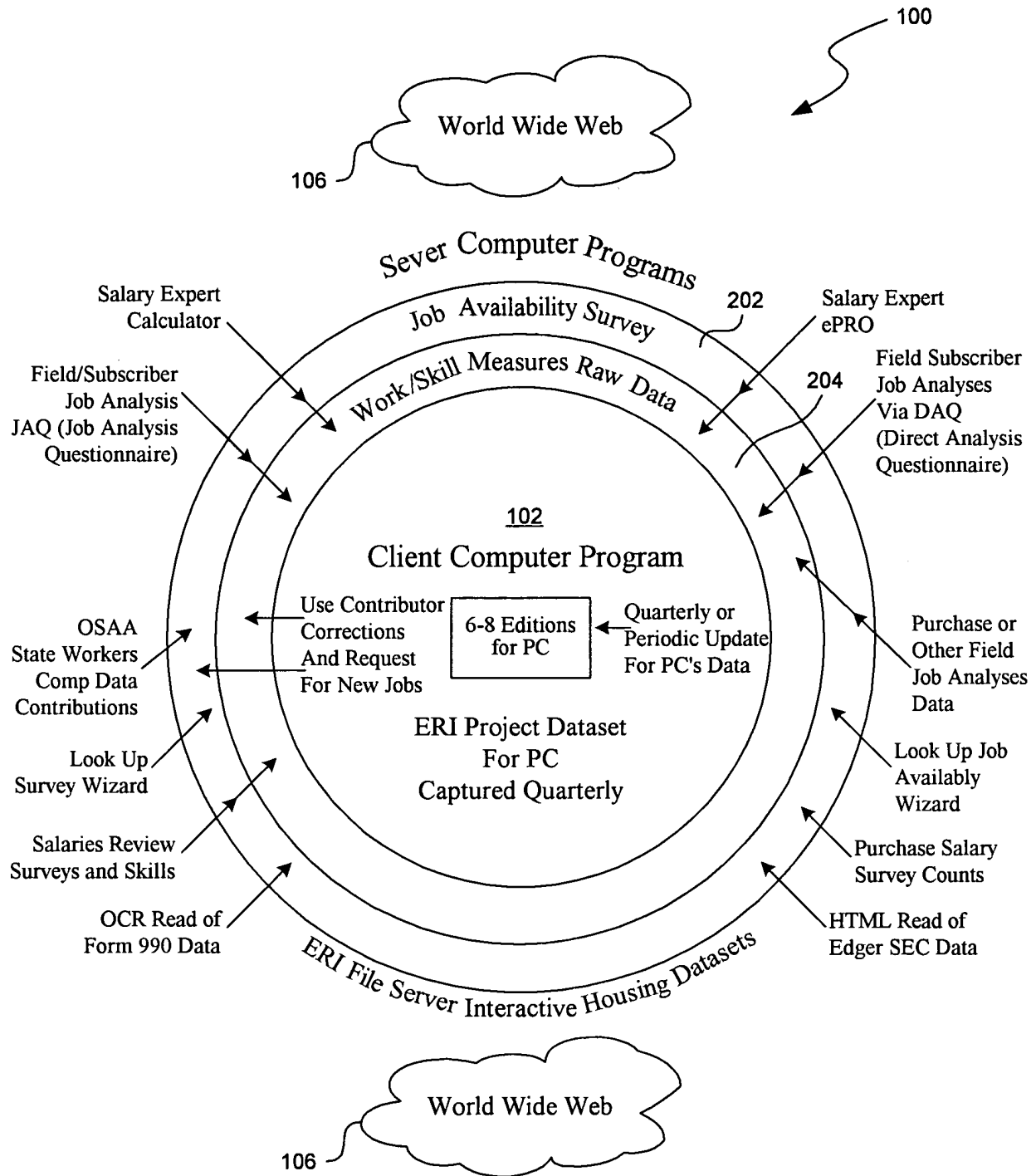


FIG. 2

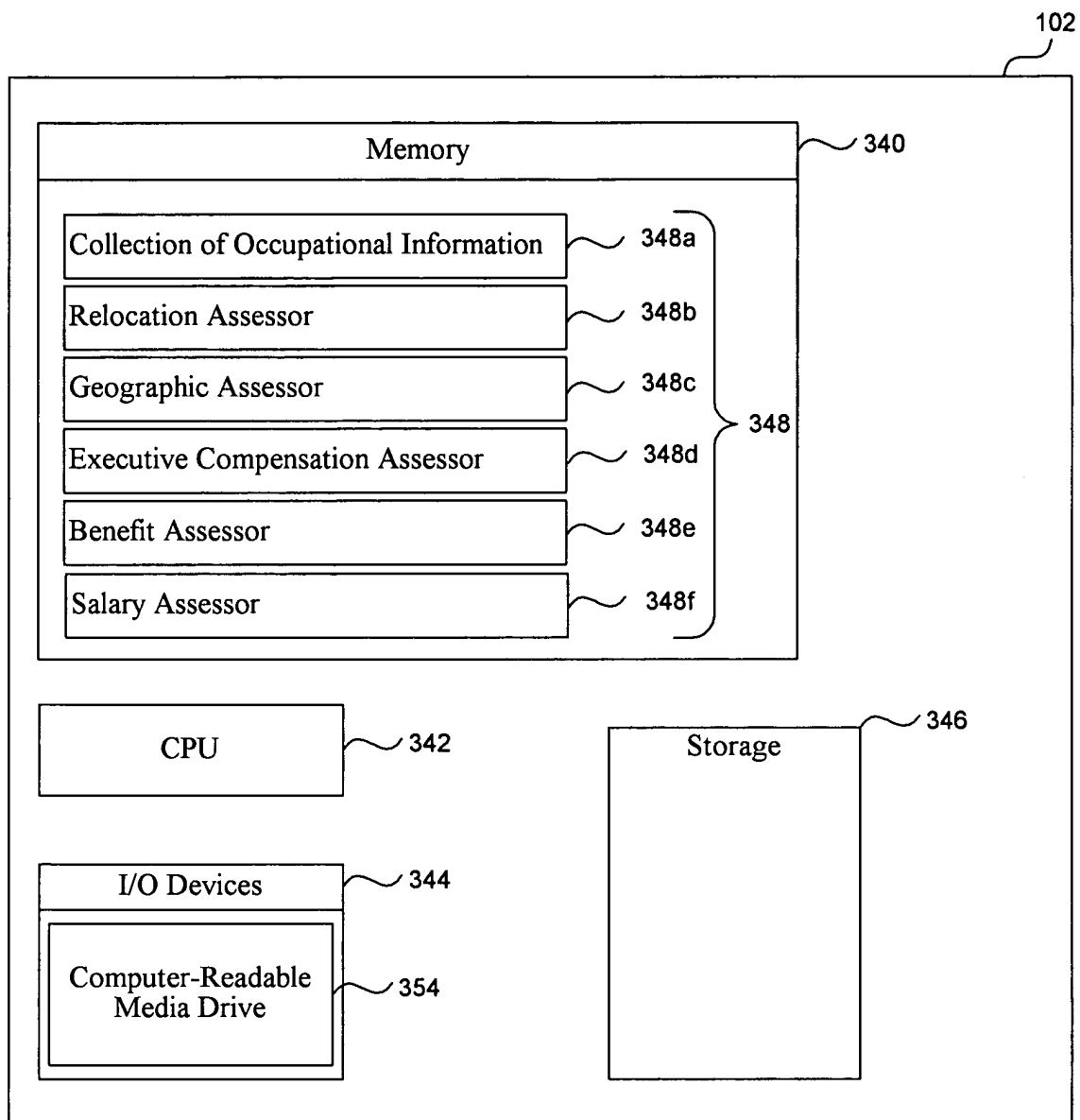


FIG. 3

Sources/Codes used to populate eDOT Raw Data Content ... and ERI's Job Availability Survey

91	- Original DOT
AF	- Revision of Administrative RFC present job education, physical, mental demands
E2	- New jobs added from ERI's analyses of Salary Surveys
EA	- eDOT Archive Edition revision of eDOT Job Analysis Form default values
EC	- eDOT Vocational Career Interest revision of eDOT Job Analysis Form default values
ED	- DAQ submission from within eDOT/ERIPL, actual job observations by job analysts
EJ	- JAQ submission from within eDOT/ERIPL, actual job observations by job analysts
ER	- eDOT Voc Rehab Edition revision of eDOT Job Analysis Form default values
ES	- eDOT Administrative (SSA) revision of eDOT Job Analysis Form default values
ET	- eDOT Transferable Skills revision of eDOT Job Analysis Form default values
EW	- eDOT Workers' Compensation revision of eDOT Job Analysis Form default values
M7	- Modeled 1960 - 1977 via the measure's sco variance
OF	- O*NET field job analyses data 1996 - 2000*
OR	- O*NET job incumbent partial analyses 2001 - Present*
PQ	- Other sources including all of the last four years of PAQ Services, Inc. data
QD	- DAQ submission from website, actual job observations by job analysts
QJ	- JAQ submission from website, actual job observations by job analysts
SC	- 3 Question feed for any access to eDOT titles from the SalaryExpert Calculator
SR	- 3 Question feed for any U.S. access to eDOT titles from SalariesReview
SP	- 3 Question submission with calls to eDOT files from the SalaryPro & ePro editions
TS	- Revisions of default skills for Present Job (type or order of importance)
VD	- DAQ submission from website, video job observations by job analysts
VJ	- JAQ submission from website, video job observations by job analysts
VR	- Revisions of present job Voc Rehab default values
WC	- Revision of eDOT values on state specific Workers' Comp job analyses forms

FIG. 4

500

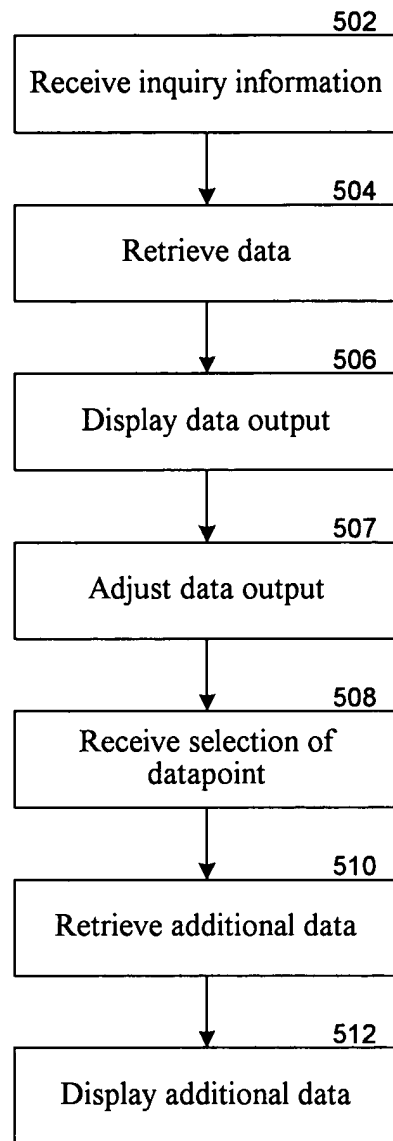
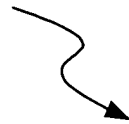


FIG. 5

Allows Sit/Stand/Shuffle	No Depth Perception	Decision Making	Extent of Copying
Detailed Instructions Carrying Out	Not able to Focus	Stress - Dealing with People Socially	Extent of Comiling
Driving on road Vehicles	Not able to See Visual Detail	Unpleasant/Strained Situations	Extent of Computing
Driving off road Vehicles	Not able to See Color	Conflict/Difficult Situations	Extent of Analyzing Data
Lifting - Less than 10 pounds	No Field of Vision	Frustrating Situations	Extent of Coordination
Lifting - 10 or more pounds	Not able to use Hands	Dealing with People - Assignments	Extent of Formulation
Lifting - 20 or more pounds	Not able to use Hand Controls	Dealing with People - Serving	Dealing with Machines, Materials -
Lifting - 50 or more pounds	No Eye/Hand coordination	Dealing with People - Talking	Handling
Lifting - 100 or more pounds	No Eye/Foot coordination	Written Communications	Dealing with Machines, Materials -
Not Climbing	Not able to use Foot Controls	Dealing with People - Influencing	Feeding
Not Balancing	Not able to work Outdoors	Dealing with People - Entertaining	Dealing with Machines, Materials -
Not Kneeling	Not able to work in Low Temperatures	Dealing with People - Instructing	Tending
Not Stooping	Not able to work in High Temperatures	Dealing with People - Negotiating	Dealing with Machines, Materials - Driving
Not Crouching, Twisting	Not able to work in Wet or Humid	Dealing with People - Counseling	Dealing with Machines, Materials -
Not Crawling	Conditions	Invention and Creativity	Controlling
Not Reaching - Above Shoulders	Short Instructions Carrying Out	Responsible for Safety	Dealing with Machines, Materials - Setting
Not Reaching - Between Waist &	Performing Repetitive Work -	Coordination of Others	Up
Shoulders	Understanding	Planning & Scheduling	Exposure to Vibrations
Not Reaching - Below Waist	Required Standing	Supervision of Others	Not able to work in Air Contamination
Not Handling	Required Walking	Employees Supervised	Exposure to Injury from Moving Parts
Not Finger Dexterous	Required Sitting	Level of Technical Supervision	Exposure to Injury from Electricity
Not Able to Use Keyboard	Distractions	Education Required	Exposure to Injury from Falling
Not able to Touch or Feel	Accepting Criticism	Previous Experience Required	Exposure to Injury from Radiation
Not able to Speak	Hectic Work Load	On the Job Training Required	Exposure to Injury from Explosions
Not able to Hear (non-Verbal Sounds)	High Precision Tolerance	Reading Vocabulary Level	Exposure to Injury from Chemicals
Not able to Hear (Verbal Sounds)	Variety of Work	Speaking Vocabulary Level	Exposure to Injury from Biohazrds
Not able to Taste	Sense of Accomplishment	Writing Skill Level	Exposure to Dirty Working Conditions
Not able to Smell	Short Term Instructions - Memory	Mathematical Knowhow	Exposure to Noise
No Near Vision	Concentration & Attention	Reasoning Problem Solving	Travel in Unfamiliar Places
No Far Vision	Judging Uncertainties	Extent of Inspecting/Comparing	Use of One Hand Only

FIG. 6

Raw data for job title Auditor Internal.

Source	Code	ERI #	Title	eDOT Code	NAICS Code	Data	People	Things
91	6	4041	Auditor Internal	160167034	0	1	6	7
M7	6	4041	Auditor Internal	160167034	0	0	5	5
M7	6	4041	Auditor Internal	160167034	0	2	7	7
M7	6	4041	Auditor Internal	160167034	0	2	7	7
M7	6	4041	Auditor Internal	160167034	0	3	8	2
M7	6	4041	Auditor Internal	160167034	0	1	5	6
M7	6	4041	Auditor Internal	160167034	0	1	6	6
M7	6	4041	Auditor Internal	160167034	0	1	6	7
M7	6	4041	Auditor Internal	160167034	0	1	6	7
PQ	4	4041	Auditor Internal	160167034	0	1	6	7
PQ	4	4041	Auditor Internal	160167034	0	1	6	7
SC	3	4041	Auditor Internal	160167034	0	1	3	0
SC	3	4041	Auditor Internal	160167034	0	1	6	7
SC	3	4041	Auditor Internal	160167034	0	2	7	7
SC	3	4041	Auditor Internal	160167034	0	3	7	1
SC	3	4041	Auditor Internal	160167034	0	0	3	1
SC	3	4041	Auditor Internal	160167034	0	6	1	1
SC	3	4041	Auditor Internal	160167034	0	2	2	2
SC	3	4041	Auditor Internal	160167034	0	0	2	0
SC	3	4041	Auditor Internal	160167034	0	1	1	7
SC	3	4041	Auditor Internal	160167034	0	6	6	1
SC	3	4041	Auditor Internal	160167034	0	1	1	7
SC	3	4041	Auditor Internal	160167034	0	1	6	7
SC	3	4041	Auditor Internal	160167034	0	1	1	7
SC	3	4041	Auditor Internal	160167034	0	0	6	2
SC	3	4041	Auditor Internal	160167034	0	6	1	6
SC	3	4041	Auditor Internal	160167034	0	1	6	7
SC	3	4041	Auditor Internal	160167034	0	3	8	7
SC	3	4041	Auditor Internal	160167034	0	1	6	7
SC	3	4041	Auditor Internal	160167034	0	3	0	0
SC	3	4041	Auditor Internal	160167034	0	2	1	7
Trained Subject Matter Expert								
Full Field Job Analyses Means:						1.23	16.17	0.67
Field Analysts' Standard Deviations:						0.75	10.83	1.55

704 {

FIG. 7

In the U.S., the reporting of the number of incumbents in specific jobs has been replaced by the U.S. Government's publishing of general job family populations. (For example, the number of java programmers in a city, state, or country is neither counted nor reported, but rather a total for a general job family of "computer programmers.") ERI maintains an "interest counter" of Internet queries from a variety of sources; the theory being that "jobs that exist" will have incumbents querying data (salaries, descriptions, measures). These counts plus the summation of counts of positions and descriptions being surveyed (the theory being that surveys do collect data on jobs that do not exist), the data dumps of claimants' job titles from various state workers' compensation bureaus, ERI fileserver "plugs" from those who use the eDOT, and other sources listed below provide evidence that the jobs exist; their ratio provides some evidence of the likely populations within any government provided job family count. Within the eDOT PC program*, these numbers are reviewed and compared against ERI's proprietary complexity population model which creates an estimate of the ratio of complex jobs versus non-complex jobs within any job family. The daily log below begins with the latest summary of www.eri-salary-survey.com databases. The Total Summary Log shows all counts from all sources since 14 February 2003. (ERI adjusts for "noise," the random chance queries are eliminated.) *This log also serves as method for determining new job titles that should be added the eDOT and Workers' Compensation Assessment programs and those jobs that should no longer be included.

802 ERI's Job Availability Log - Total Summary

806 Count	Last Update	Source 810
25,273,513	03/05/2004	VS Batch program summation of counts at www.eri-salary-survey.com
178,530	03/04/2004	SP Look-ups of eDOT titles by SalaryExpert ePro and Pro
116	02/27/2004	EN eDOT's Submit Position Info (new title) Request on eDOT
0		EA eDOT Archive Edition
0		EC eDOT Vocational Career Interest Edition
0		ET eDOT Transferable Skills Edition
0		ES eDOT Administrative (SSA) Edition
0		ER eDOT Voc Rehab Comp Edition
253	03/04/2004	EW eDOT Workers' Compensation Edition
21,609	03/04/2004	VF Look-ups of Survey Finder survey titles at www.eri-salary-survey.com
9,806	03/04/2004	WJ Wizard search of ERI Job Availability Wizards found at www.eri-eri.com
786	03/04/2004	WR Wizard look-ups of eDOT data from www.eri-eDOT.com Raw Data/Content Site
4,414,727	03/05/2004	SC any access to eDOT titles from the SalaryExpert Calculator
238,063	03/05/2004	SR any access to eDOT titles from the SalariesReview surveys
7,080	03/04/2004	RP "Look-ups" of eDOT data from Internet Premium Report retrievals
3,432,862	08/25/2003	SA Affiliate feeds from Job Boards (CareerBuilder, CareerJournal, etc)
278	02/18/2004	JQ JAQ submissions, actual job observations by field analysts
584	01/31/2004	DQ DAQ submissions, actual job observations by field analysts
2,769,452		WC Data submitted by States' workers comp agencies (e.g. all CA 1999 - present)
1,132,358		US IRS Optical reads of U.S. exempt entities Form 990s, 2000 - present
0		ON O*NET lay job titles
0		OS OSHA lay job titles
37,480,022	Grand Total	for 24,827 job titles to be allocated among the 2004 U.S. job population 127,523,760 among any of 633 geographic areas and 38 NAICS; see eDOT

Present count before which an original DOT job is excluded from eDOT less than: 10

Get Today's Log

FIG. 8A

812

ERI's Job Availability Daily Log				03/17/2004
Source	ERI	Position Title	814	Today's Count
41	28000	Able Seaman		1
41	10153	Abrading Machine Tender		1
SR - SalariesReview surveys	1612	Abstractor		3
SC - SalaryExpert Calculator	1612	Abstractor		1
41	100031	Ac Mechanic		1
41	10028	Academic Dean		1
41	11281	Account Classification Clerk		1
SC - SalaryExpert Calculator	3103	Account Executive		2
40	3103	Account Executive		13
41	3103	Account Executive		2
42	3103	Account Executive		56
41	10171	Account Executive Field Sales Representative		1
41	261	Account Information Clerk		1
41	10194	Account Manager Client Services		1
SR - SalariesReview surveys	333	Account Manager Sales		1
SA - Affiliate Job Boards	333	Account Manager Sales		1

FIG. 8B

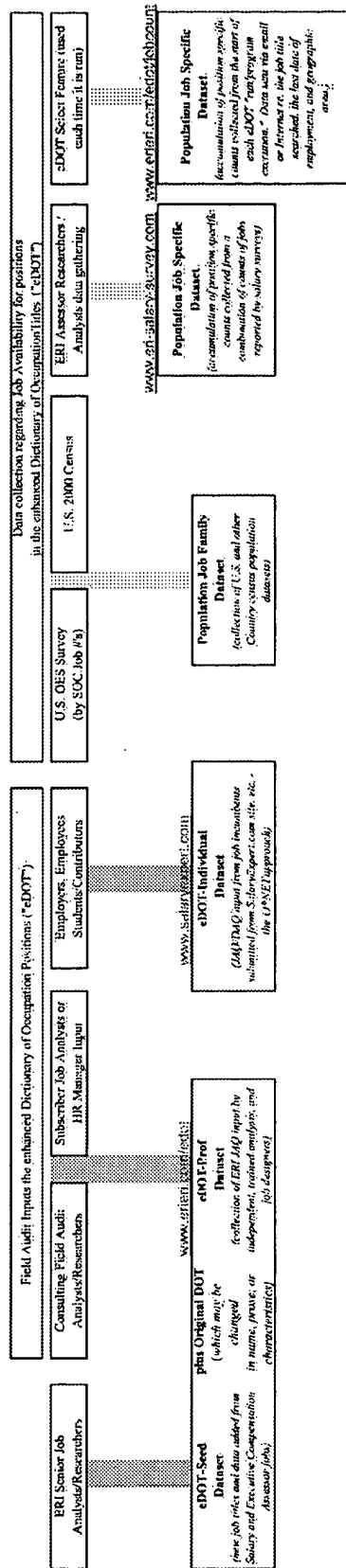


FIG. 9

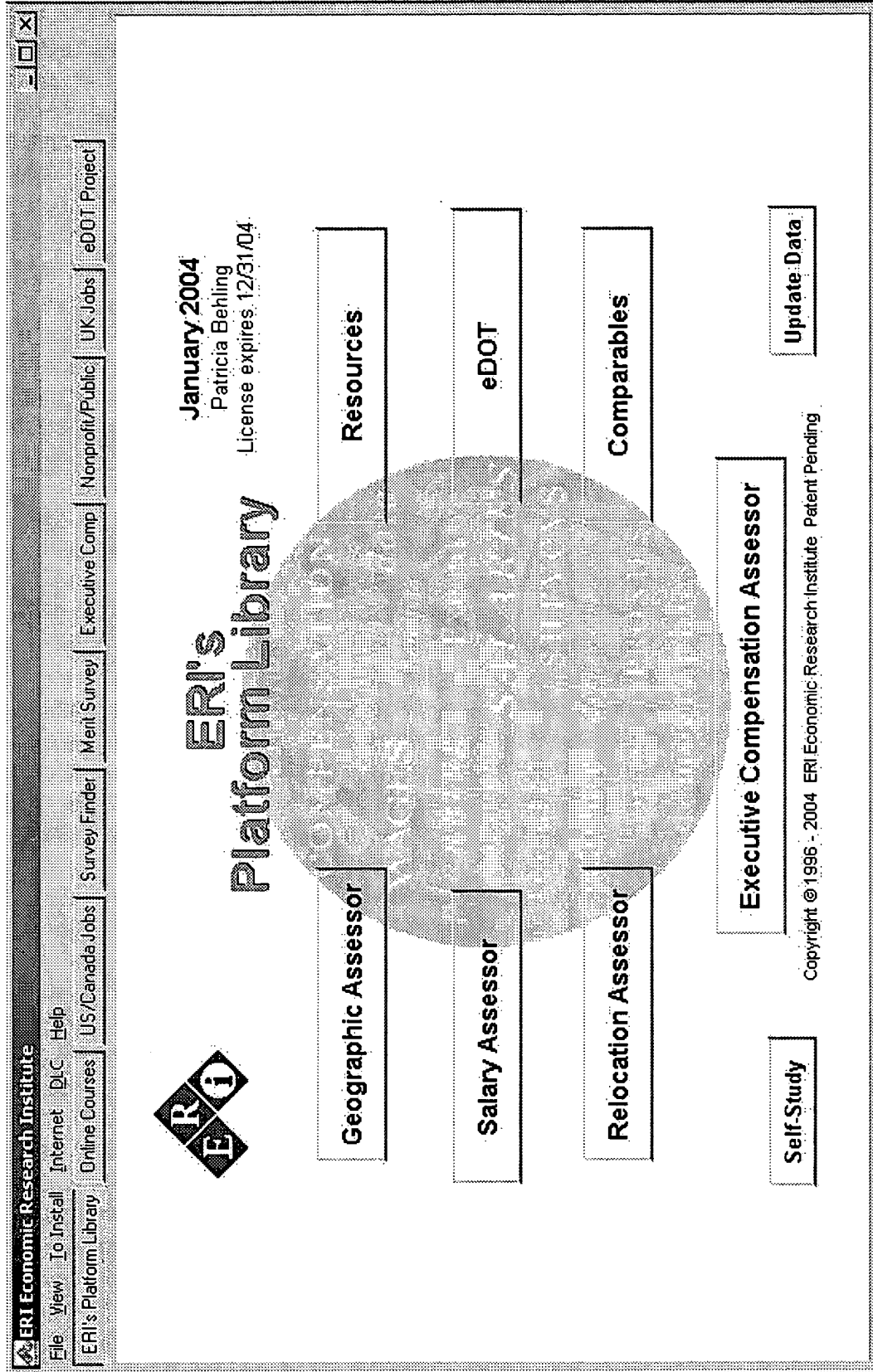


FIG. 10

Submit New Data

Submit New Data

ERI collects job titles not currently found in the eDOT and information about all eDOT jobs' content. New job titles not found in DOT can be communicated to ERI via the Submit button below. After receipt of other requests for the job title, ERI may add this position to the eDOT Project RawData site and begin the collection of related job measures so that this job may be added to the eDOT.

The "construct" of the eDOT is exactly that of the DOT, used in U.S. Courts for 65 years with its 64 work measures enhanced with 35 new measures including over 20 mental and cognitive characteristics. Users of all eDOT editions agree to ERI's logging of changes/alterations to default job analyses as part of its eDOT Project. Analysts' inputs (raw data) are available for public review, content and construct validity measures can be reengineered and audited by reviewing the eDOT.

To begin using the eDOT, click "Submit" or "Cancel" in the lower right hand portion of this screen.

See License Agreement and disclaimer.

Step 1: Select or Type Position Title 1106

Begin typing job title, or scroll through more than 94,000 titles in the eDOT database, or click the Browse button at right and access the eDOT's Filter Options to narrow your search.

[The dark type job titles are those with full descriptions and Field Analyses of worker characteristics (found at www.eri.edot.com). The grey titles are job titles and positions under study and review.]

Click here for more info on grayed positions.

3D Animator

3D Animation Artist

3D Animator

3D Computer Numerical Control Programmer

911 Dispatcher

911 Emergency Centre Operations Officer

911 Operator

Abalone Diver

Abalone Fisherman

Abalone Processor

Abalone Supervisor

1102

Step 2: Enter Date of Employment 1108

If a former job, enter last day worked; otherwise use today's date.

Step 3: Geographic Area 1110

If presently/formerly employed in this job, enter employer's postal code. (If never employed in this job, leave this field blank.)

Patent Pending

FIG. 11

1200

eDOT Job Analysis Form

Employee Name:	Company:
Job Title:	Contact Person:
eDOT Job Title: AUTOMOBILE MECHANIC	NAICS Industry: Other Services (except Public Administration)
eDOT Number: 620261010	GOE Code: 050509
SOC Job Family: 493023	1990 Census: 505
Prepared by:	Date:
Review US 2008 Transferable Skill Assessment Rules	Review US DOL QSHA SOC Manual
Telephone #:	

JOB DESCRIPTION:
Overview
Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.
Functions
Work is distinguished by a requirement for training and skill in computer diagnostics and electronics troubleshooting, which may require factory certification.
A combination of over two years of directly related training and/or experience is typically required for carrying out the responsibilities for this job.
Examines vehicle and discusses with customer; automobile repair service estimator, or inspector nature and extent of damage or malfunction.
Plans work procedure, using charts, technical manuals, and experience.
Raises vehicle, using hydraulic jack or hoist, to gain access to mechanical units bolted to underside of vehicle.
Removes unit, such as engine, transmission, or differential, using wrenches and hoist.
Disassembles unit and inspects parts for wear, using micrometers, calipers, and thickness gauges.
Repairs or replaces parts, such as pistons, rods, gears, valves, and bearings, using mechanic's hand tools.
Mends damaged body and fenders by hammering out or filling in dents and welding broken parts.
Replaces and adjusts headlights, and installs and repairs accessories, such as radios, heaters, mirrors, and windshield wipers.
May be designated according to specialty.
Job Analyst's Observations:

1202

FIG. 12A

1200

OCCUPATIONAL TRANSFERABILITY SKILL ASSESSMENT			
SKILLS & COMPETENCIES:			
SKILL	WORK FIELD	ORIGINAL DOT INDUSTRY	MPSMS
assemblies	111	154	591
carries	121	COMMENTS:	
compresses			
disassembles			
drives			

SPECIFIC VOCATIONAL PREPARATION:		eDOT	Analyst
1 Short demonstration only		5	
2 Anything beyond short demonstration up to and including 1 month			6 Over 1 year up to and including 2 years
3 Over 1 month up to and including 3 months			7 Over 2 years up to and including 4 years
4 Over 3 months up to and including 6 months			8 Over 4 years up to and including 10 years
5 Over 6 months up to and including 1 year			9 Over 10 years
			(Note: The levels of this scale are mutually exclusive and do not overlap.)

1204

1206

STRENGTH:	eDOT	Observed
Sedentary Work Light Work: Exerting up to 20 pounds of force Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time.		
Light Work Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. Physical demand requirements are in excess of those for Sedentary Work.		
Medium Work Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Light Work.		
Heavy Work Exerting 50 to 100 pounds of force occasionally, and/or 25 to 50 pounds of force frequently, and/or 10 to 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Medium Work.		
Very Heavy Work Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Heavy Work.		

PHYSICAL DEMANDS: LIFTING, CARRYING, PUSHING AND/OR PULLING			
Not Present / None	Occasionally (up to 1/3 of the time)	Frequently (1/3 to 2/3 of the time)	Constantly (over 2/3 of the time)
Weight	eDOT	Observed	eDOT
Less than 10 lbs.	Occasionally		Not Present
10 lbs. or more	Occasionally	50 lbs. or more 100 lbs. or more	Not Present
20 lbs. or more	Not Present		

FIG. 12B

PHYSICAL DEMANDS: Activities

Not Present / None	Occasionally (up to 1/3 of the time) 1204	Frequently (1/3 to 2/3 of the time) 1206	Constantly (over 2/3 of the time) 1204	Observed
Physical Activity	eDOT	Observed	Physical Activity	eDOT
Sitting	Occasionally		Handling/Grasping	Frequently
Standing (in place)	Occasionally		Feeling	Occasionally
Walking	Occasionally		Fingering	Frequently
Stooping	Occasionally		Use of Keyboard	Occasionally
Kneeling	Occasionally		Hearing	Occasionally
Crouching	Occasionally		Noise Intensity Level ¹	Moderate
Crawling	Occasionally		Near Acuity	Frequently
Climbing	Not Present		Far Acuity	Occasionally
Balancing	Occasionally		Depth Perception	Occasionally
Tasting/Smelling	Not Present		Accommodation	Occasionally
Talking	Occasionally		Color Vision	Occasionally
Reaching (out)	Occasionally		Field of Vision	Occasionally
Reaching (up)	Not Present		Sit/Stand/Shuffle	Not Present

¹eDOT Noise Intensity Levels: Very Quiet, Quiet, Moderate, Loud, Very Loud

PHYSICAL DEMANDS: ENVIRONMENTAL CONDITIONS

Not Present / None	Occasionally (up to 1/3 of the time) 1204	Frequently (1/3 to 2/3 of the time) 1206	Constantly (over 2/3 of the time) 1204	Observed
Environmental Condition	eDOT	Observed	Environmental Condition	eDOT
Exposure to Weather	Not Present		Exposure to Electrical Shock	Not Present
Extreme Cold	Not Present		Working in High, Exposed Places	Not Present
Extreme Heat	Occasionally		Exposure to Radiation	Not Present
Wet and/or Humid	Not Present		Working with Explosives	Not Present
Vibration	Not Present		Exposure to Toxic Chemicals	Occasionally
Atmospheric Conditions	Frequently		Exposure to Injury from Biohazards	Frequently
Proximity to Moving Parts	Not Present		Other Environmental Conditions	Occasionally

MENTAL DEMANDS: APTITUDES

Not Present / None	Occasionally (up to 1/3 of the time) 1204	Frequently (1/3 to 2/3 of the time) 1206	Constantly (over 2/3 of the time) 1204	Observed
Aptitude	eDOT	Observed	Aptitude	eDOT
General Learning Ability	4-Low		Motor Coordination	4-Low
Verbal Aptitude	4-Low		Manual Dexterity	3-Medium
Numerical Aptitude	5-Markedly Low		Finger Dexterity	3-Medium
Spatial Aptitude	3-Medium		Eye-Hand-Foot Coordination	4-Low
Form Perception	5-Markedly Low		Color Discrimination	5-Markedly Low
Clerical Perception	5-Markedly Low			

FIG. 12C

1200

1206

MENTAL DEMANDS: TEMPERAMENTS				
Not Present / None	Occasionally (up to 1/3 of the time) 1204	Frequently (1/3 to 2/3 of the time) 1206	Constantly (over 2/3 of the time) 1204	Observed
Temperament	eDOT	Temperament	eDOT	Observed
Dealing with People	Required	Working Alone or Apart in Physical Isolation from Others	Not Required	
Performing Repetitive or Short Cycle Work	Not Required	Influencing People in Their Opinions, Attitudes, & Judgments	Not Required	
Working under Specific Instructions	Not Required	Attaining Precise Set Limits, Tolerances, & Standards	Required	
Performing a Variety of Duties	Required	Directing, Controlling, or Planning Activities of Others	Not Required	
Expressing Personal Feelings	Not Required	Making Judgments & Decisions	Required	
Performing Effectively Under Stress	Not Required			

MENTAL DEMANDS: STRESS RELATED				
Not Present / None	Occasionally (up to 1/3 of the time) 1204	Frequently (1/3 to 2/3 of the time) 1206	Constantly (over 2/3 of the time) 1204	Observed
Activities	eDOT	Activities	eDOT	Observed
Carry Out Short Instructions	Occasionally	Stress Caused by a Variety of Work	Frequently	
Carry Out Detailed Instructions	Frequently	Sense of Accomplishment	Frequently	
Understanding Tasks	Occasionally	Short Term Memory	Occasionally	
Distractions	Occasionally	Concentration & Attention	Frequently	
Accepting Criticism	Occasionally	Judging Uncertainties	Frequently	
Hectic, Heavy or Rushed Workload	Occasionally	Decision Making	Occasionally	
High Precision Work	Occasionally			

MENTAL DEMANDS: DEALING WITH PEOPLE				
Not Present / None	Occasionally (up to 1/3 of the time) 1204	Frequently (1/3 to 2/3 of the time) 1206	Constantly (over 2/3 of the time) 1204	Observed
Activities	eDOT	Activities	eDOT	Observed
Dealing with People Socially	Occasionally	Receiving Assignments	Occasionally	
Unpleasant/Strained Situations	Not Present	Serving or Attending People	Not Present	
Conflict/Difficult Situations	Frequently	Planning & Scheduling	Frequently	
Frustrating Situations	Frequently	Written Communications	Occasionally	

FIG. 12D

GENERAL EDUCATIONAL DEVELOPMENT (GED):	
GED: Reasoning	
	eDOT 3
	Observed
<p>0 Apply little understanding to carry out the simplest of jobs. Never deals with variable situations encountered on the job.</p> <p>1 Apply commonsense understanding to carry out simple one- or two-step instructions. Deal with standardized situations with occasional or no variables in or from these situations encountered on the job.</p> <p>2 Apply commonsense understanding to carry out detailed but uninvolved written or oral instructions. Deal with problems involving a few concrete variables in or from standardized situations.</p> <p>3 Apply commonsense understanding to carry out instructions furnished in written, oral, or diagrammatic form. Deal with problems involving several concrete variables in or from standardized situations.</p> <p>4 Apply principles of rational systems to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Interpret a variety of instructions furnished in written, oral, diagrammatic, or schedule form.</p> <p>5 Apply principles of logical or scientific thinking to define problems; collect data; establish facts; and draw valid conclusions. Interpret an extensive variety of technical instructions in mathematical or diagrammatic form. Deal with several abstract and concrete variables.</p> <p>6 Apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Deal with non-verbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases. Deal with a variety of abstract and concrete variables.</p>	
	1204
	Observed
	1206
GED: Mathematics	
	eDOT 2
	Observed
<p>0 No mathematical skills or abilities are required.</p> <p>1 Add and subtract two digit numbers. Multiply and divide 10's and 100's by 2, 3, 4, 5. Perform the four basic arithmetic operations with coins as part of a currency. Perform operations with units of measurement.</p> <p>2 Add, subtract, multiply, and divide all units of measure. Perform the four operations with like common and decimal fractions. Compute ratio, rate, and percent. Draw and interpret bar graphs. Perform arithmetic operations involving monetary units.</p> <p>3 Compute, discount, interest, profit and loss; commission markup, and selling price; ratio proportion, and percentage. Calculate surfaces, volumes, weights, and measures. Algebra: Calculate variables and formulas; monomials and polynomials; ration and proportion variables; roots and radicals. Geometry: Calculate angles, plane and solid figures, circumference, area, and volume.</p> <p>4 Algebra: Deal with system of real numbers; linear, quadratic, rational, exponential, logarithmic, angle and circular functions, and inverse functions; related algebraic solution of equations and inequalities; limits and continuity, and probability and statistical inference. Geometry: Deductive axiomatic geometry, plane and solid, and rectangular coordinates. Shop Math: Practical applications of fractions, percentages, ratio and proportion, logarithms, practical algebra, geometric construction, and essential trigonometry.</p> <p>5 Algebra: Work with exponents and logarithms, linear equations, quadratic equations, mathematical induction and binomial theorem, and permutations. Calculus: Apply concepts of analytic geometry, differentiations and integration of algebraic functions with applications. Statistics: Apply mathematical operations to frequency distributions, reliability and validity of tests, normal curve, analysis of variance, correlation techniques, chi-square application and sampling theory, and factor analysis.</p> <p>6 Advanced calculus: Work with limits, continuity, real number systems, mean value theorems, and implicit functions theorems. Modern Algebra: Apply fundamental concepts of theories of groups, rings, and fields. Work with differential equations, linear algebra, infinite series, advanced operations methods, and functions of real and complex variables. Statistics: Work with mathematical statistics, mathematical probability and applications, experimental design, statistical inference, and econometrics.</p>	

FIG. 12E

GED: Language	
1204	1206
eDOT 1	Observed
<p>0 Reading: No level of reading is required; job incumbent can be only aurally and/or orally literate.</p> <p>1 Reading: Recognize meanings of 2,500 two or three syllable words. Read at a rate of 85-120 words a minute. Compare similarities and differences between words and between series of numbers. Writing: Print simple sentences containing subject, verb, and object, and series of numbers, names, and addresses. Speaking: Speak simple sentences, using normal word order, and present and past tenses.</p> <p>2 Reading: Passive vocabulary of 4,000 - 6,000 words. Read at rate of 190-215 words per minute. Read books, looking up unfamiliar words in dictionary for meaning, spelling, and pronunciation. Read instructions for assembling equipment. Writing: Write compound and complex sentences, using proper punctuation and employing adjectives and adverbs. Speaking: Speak clearly and distinctly with appropriate pauses and emphasis, correct pronunciation, variations in word order, using present, perfect, and future tenses.</p> <p>3 Reading: Read a variety of novels, magazines, allases, and encyclopedias. Read safety rules, instructions in the use and maintenance of shop tools and equipment and methods and procedures in mechanical drawing and layout work. Writing: Write reports and essays with proper format, punctuation, spelling, and grammar, using all parts of speech. Speaking: Speak before an audience with poise, voice control, and confidence, using correct language and well-modulated voice.</p> <p>4 Reading: Read novels, poems, newspapers, periodicals, journals, manuals dictionaries, thesauruses, and encyclopedias. Writing: Prepare business letters, expositions, summaries, and reports, using prescribed form and conforming to all rules of punctuation, grammar, diction, and style. Speaking: Participate in panel discussions, dramatizations, and debates. Speak extemporaneously on a variety of subjects.</p> <p>5 Reading: Read literature, book and play reviews, scientific and technical journals, abstracts, financial reports, and legal documents. Writing: Write novels, plays, editorials, journals, speeches, manuals, critiques, poetry, and songs. Speaking: Conversant in the theory, principles, and methods of effective and persuasive speaking, voice and diction, phonetics, and discussion and debate.</p> <p>6 Reading: Read literature, book and play reviews, scientific and technical journals, abstracts, financial reports, and legal documents. Writing: Write novels, plays, editorials journals, speeches, manuals, critiques, poetry, and songs. Speaking: Conversant in the theory, principles, and methods of effective and persuasive speaking, voice and diction, phonetics, and discussion and debate.</p>	

GED: EDUCATION REQUIRED	
1204	1206
eDOT 4	Observed
<p>0 Aural and/or oral literacy</p> <p>1 Little formal education</p> <p>2 Equivalent to 8th grade plus additional classes</p> <p>3 Equivalent to high school</p> <p>4 High School or more</p> <p>5 Equivalent to one (1) year trade school, technical school, or junior college</p> <p>6 Equivalent to two (2) years junior college or apprenticeship training</p> <p>7 Equivalent to a four (4) year college degree in non-technical field</p> <p>8 Equivalent to a four (4) year college degree in technical field</p> <p>9 Equivalent to a Master's degree in a technical or non-technical field</p> <p>10 Equivalent to a PhD degree requiring special certification or licenses</p>	

eDOT - enhanced Dictionary of Occupational Titles
JA Form (November 2003)

FIG. 12F

**Department of Labor and
Industries
State of Washington**

**PHYSICAL DEMANDS JOB
ANALYSIS**

(form modified for use by/in eDOT)

Job Title		Worker	
eDOT Number	620261010	Claim Number	
	AUTOMOBILE MECHANIC	NAICS Industry	
eDOT Job Title		Other Services (except Public Administration)	
SOC Job Family	493023	90Census/00Census	505 /
Employer		Employer Phone #	

Review US DOL, OSHA - SOC Manual

☐ Job of Injury ☐ Transitional Job ☐ New Job ☐ Hours per Day ☐ Days Per Week

eDOT Job description, Essential functions, tasks and skills:

Overview

Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.

Functions

Work is distinguished by a requirement for training and skill in computer diagnostics and electronics troubleshooting, which may require factory certification.

A combination of over two years of directly related training and/or experience is typically required for carrying out the responsibilities for this job.

Examines vehicle and discusses with customer, automobile repair service estimator, or inspector nature and extent of damage or malfunction.

Plans work procedure, using charts, technical manuals, and experience.

Raises vehicle, using hydraulic jack or hoist, to gain access to mechanical units bolted to underside of vehicle.

Removes unit, such as engine, transmission, or differential, using wrenches and hoist.

Disassembles unit and inspects parts for wear, using micrometers, calipers, and thickness gauges.

Repairs or replaces parts, such as pistons, rods, gears, valves, and bearings, using mechanic's hand tools.

Mends damaged body and fenders by hammering out or filling in dents and welding broken parts.

Replaces and adjusts headlights, and installs and repairs accessories, such as radios, heaters, mirrors, and windshield wipers.

May be designated according to specialty.

FIG. 13A

Actual Job description, Essential functions, tasks and skills:

Machinery, tools, equipment, personal protective equipment:

PHYSICAL DEMANDS

N/A - Not Applicable, Not Present or None or Incidental
S: Seldom (1-10% of the time)
O: Occasionally (10-30% of the time)

F: Frequently (30%-70% of the time)
C: Constantly (Over 70% of the time)
WNL: Within Normal Limits (talking, hearing, etc.)
* Denotes estimates

STRENGTH: eDOT Estimate: Light Work: Exerting up to 20 pounds of force
1302 1304

	Frequency eDOT	Observed	Job Analyst's Comments
Sitting	Occasionally		
Standing	Occasionally		
Walking	Occasionally		
Sit/Stand/Shuffle			
Lifting ¹ : lb.			
Carrying ¹ : lb.			
Pushing/Pulling ¹			
Climbing Stairs/Ladders	Not Present		
Working at Heights/Balancing	Occasionally		
Bending at Waist			
Twisting at Waist			
Crouching/	Occasionally/		
Kneeling	Occasionally		
Crawling	Occasionally		
Reaching	Occasionally		
Repetitive Motion	Not Required		
Handling/Grasping	Frequently		%Pinch Grasp % Whole Hand Grasp
Fine Finger Manipulation	3-Medium		
Talking	Occasionally		
Hearing	Occasionally		
Seeing	Frequently ²		
Other			
Normal Job Site Hazards			

¹ eDOT measures the frequency of "lifting, carrying, pushing and/or pulling"

Never Occasional (up to 1/3 of activities)

Frequent (up to 2/3 of activities) Constant (over 2/3 of activities)

Weight	eDOT	Weight	eDOT
Less than 10 lbs.	Occasionally	50 lbs. or more	Not Present
10 lbs. or more	Occasionally	100 lbs. or more	Not Present
20 lbs. or more	Not Present		

POSSIBLE JOB MODIFICATIONS/COMMENTS:

FIG. 13B

The above job analysis represents the requirements of a specific job based on personal observations, discussions with employer representatives, and/or workers. On occasion, practicality and feasibility prevent the direct observation and/or gathering of objective quantifiable data. For this reason, a "best estimate" may have been used when reporting physical demand frequencies.

Analysis was done on the job site? ☐ Yes ☐ No

Completed by Vocational Provider _____

Date _____ Signature of Vocational Provider _____

For the Employer _____ Title _____

Date _____ Signature _____

FOR PHYSICIAN'S USE ONLY

☐ The injured worker can perform the physical activities described in the job analysis and can return to work on _____

☐ The injured worker can perform the physical activities described in the job analysis on a part-time basis for _____ hours per day. The worker can be expected to progress to regular duties in _____ weeks/months.

☐ The injured worker can perform the described job, but only with the modifications/restrictions in the attached report and/or listed below. These modifications/restrictions are (check one):

☐ Temporary for _____ weeks _____ months _____
☐ Permanent

☐ The injured worker cannot perform the physical activities described in the job analysis based on the physical limitations in the attached report and/or listed below. These limitations are (check one):

☐ Temporary for _____ weeks _____ months _____
☐ Permanent

COMMENTS:

Date _____ Physician Signature _____
 Physician's Name Printed _____

Footnotes:

1eDOT's "Carry, Lift, Push, Move, or Pull"

2eDOT's "Near Vision"

FIG. 13C



Job Analysis Form

1400

Employee Name:	Organization:
Job Title:	Contact Person:
eDOT Job Title: Automobile Mechanic	NAICS Industry: Other Services (except Public Administration)
eDOT Number: 620261010	ERI SIC Code:
SOC Job Family: 493023	Industrial Classification Code:
Prepared by:	Date:
Telephone #:	

JOB DESCRIPTION:

Overview

Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.

Functions

Work is distinguished by a requirement for training and skill in computer diagnostics and electronics troubleshooting, which may require factory certification.

A combination of over two years of directly related training and/or experience is typically required for carrying out the responsibilities for this job.

Examines vehicle and discusses with customer, automobile repair service estimator, or inspector nature and extent of damage or malfunction.

Plans work procedure, using charts, technical manuals, and experience.

Raises vehicle, using hydraulic jack or hoist, to gain access to mechanical units bolted to underside of vehicle.

Removes unit, such as engine, transmission, or differential, using wrenches and hoist.

Disassembles unit and inspects parts for wear, using micrometers, calipers, and thickness gauges.

Repairs or replaces parts, such as pistons, rods, gears, valves, and bearings, using mechanic's hand tools.

Mends damaged body and fenders by hammering out or filling in dents and welding broken parts.

Replaces and adjusts headlights, and installs and repairs accessories, such as radios, heaters, mirrors, and windshield wipers.

May be designated according to specialty.

Job Analyst's General Observations & Comments:

FIG. 14A

Job Title: _____

1400

Summary of Physical Job Demands for

Job Tasks	assembles		cures		compresses		disassembles		drives	
	eDOT	Observed	eDOT	Observed	eDOT	Observed	eDOT	Observed	eDOT	Observed
LIFTING TASKS:										
Force (lbs)										
Freq/Duration										
Floor-to-Waist										
(U) (D)										
Waist to Shoulder										
(U) (B)										
Shoulder-to-										
Overhead (U) (B)										
Pushing (U) (B)										
Pulling (U) (B)										
2-Handed Carry										
One-Hand Carry										
Less than 10 lbs.	Frequently		Frequently		Frequently		Frequently		Frequently	
10 lbs. or more	Occasionally		Occasionally		Occasionally		Occasionally		Occasionally	
20 lbs. or more	Not Present		Not Present		Occasionally		Occasionally		Occasionally	
50 lbs. or more	Not Present		Not Present		Not Present		Not Present		Not Present	
100 lbs. or more	Not Present		Not Present		Not Present		Not Present		Not Present	
POSITIONAL TASKS										
Neck Neutral										
Neck Non-Neutral	Not Present		Not Present		Not Present		Not Present		Not Present	
Standing (< steps)	Occasionally		Frequently		Occasionally		Occasionally		Occasionally	
Sitting	Frequently		Frequently		Frequently		Frequently		Frequently	
Overhead Reaching										
Horizontal										
Reaching										
Bending										
(Sit) (Stand)										
Squatting										
Supine-lying										
Crawling	Not Present		Not Present		Not Present		Not Present		Not Present	
Sloping	Not Present		Not Present		Not Present		Not Present		Not Present	
Kneeling	Not Present		Not Present		Not Present		Not Present		Not Present	
Crouching	Not Present		Not Present		Not Present		Not Present		Not Present	
Sit/Stand/Shuffle	Not Present		Not Present		Not Present		Not Present		Not Present	

FIG. 14B

Frequency Definitions

Frequency Definitions

(U)-Unilateral (B)-Bilateral (L)-Left (R)-Right

FIG. 14C

Operational Definitions

Dynamic Strength Abilities: Measured in pounds of force exerted

Lifting: Raising or lowering an object from one level to another — classified as either:

- * Above waist
- * Waist level and below
- * Can be unilateral or bilateral.

Carrying: Transporting an object while walking or climbing usually holding it in hands, arms or on the shoulder

- * Can be unilateral or bilateral

Pushing: Exerting force upon an object so that the object moves away from the force

- * Can be unilateral or bilateral

Pulling: Exerting force upon an object so that the object moves toward the force.

Forceful Gripping: Squeezing firmly using the entire hand.

- * Can be unilateral or bilateral

Forceful Pinching: Squeezing firmly between the thumb and one or more opposing fingers.

- * Can be unilateral or bilateral

Position Abilities: Measured according to percent of day spent performing the activities.

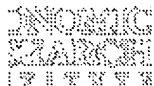
Sitting: Remaining in a seated position

Standing: Remaining on one's feet in an upright position at a work station without moving about

Reaching: Extending arms & hands in any direction away from the body. Classify as either:

- * Above shoulder height
- * Below shoulder height

FIG. 14D



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JOB ANALYSIS QUESTIONNAIRE (JAQ)

Profile

Questions and
Comments

and
Job

People

and

Dealing

Machines,
and

I

The following JAQ (Job Analysis Questionnaire) is ERI's unique restatement of the Job Analysis for Analyzing Jobs. It gathers data in a manner consistent with the Americans with Disabilities Act of 1990 work characteristics such as questions relating to stress, mental demands, learning and others that were not as prevalent when the DOT was created. Data gathered (and may be reviewed at) ERI's www.eri-edot.com web site (see "Content").

Participant Profile

Organization Name:

Address:

Zip:

Country:

Source: ☒ On-Site ☐ Video ☐ Other

eDOT Job Title:

(If a direct match exists, enter the full or partial job title and click the "Search" button)

Actual Job Title:

Industry:

Study Date: (MM/DD/YYYY)

Interviewed person's years in Job or Supervising job:

Number of Employees in this Job at this Work Location:

FIG. 15A

Enhanced Dictionary of Occupational Titles - Administrative Low Edition

File Edit Description Edition Library Internet Help

Jobs Individual RFC Analysis Alternate Job List Job Availability

Claimant Physical Capacities Mental Capacities

MENTAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

☐ None Established

Enter a rating using the following scale:

1. Not Significantly Limited
2. Moderately Limited
3. Markedly Limited
4. No Evidence of Limitation in this Category
5. Not Rateable on Available Evidence (inadequate documentation or evidence descriptions required)

(The "eDOT" column represents the highest measure from all positions selected on the "Jobs" tab.)

Personal UNDERSTANDING AND MEMORY

eDOT

<input type="text" value="0"/>	<input type="text" value="5"/>	1. The ability to remember locations and work-like procedures
<input type="text" value="0"/>	<input type="text" value="5"/>	2. The ability to understand and remember very short and simple instructions
<input type="text" value="0"/>	<input type="text" value="5"/>	3. The ability to understand and remember detailed instructions

SUSTAINED CONCENTRATION AND PERSISTENCE

<input type="text" value="0"/>	<input type="text" value="5"/>	4. The ability to carry out very short and simple instructions
<input type="text" value="F"/>	<input type="text" value="5"/>	5. The ability to carry out detailed instructions
<input type="text" value="0"/>	<input type="text" value="5"/>	6. The ability to maintain attention and concentration for extended periods
<input type="text" value="0"/>	<input type="text" value="5"/>	7. The ability to perform activities within a schedule, maintain regular attendance, and be punctual within customary limits
<input type="text" value="0"/>	<input type="text" value="5"/>	8. The ability to sustain an ordinary routine without special supervision
<input type="text" value="0"/>	<input type="text" value="5"/>	9. The ability to work in coordination with or proximity to others without being distracted by them
<input type="text" value="N"/>	<input type="text" value="5"/>	10. The ability to make simple work-related decisions
<input type="text" value="N"/>	<input type="text" value="5"/>	11. The ability to complete a normal workday and workweek without interruptions from psychologically based symptoms and to perform at a consistent pace without an unreasonable number and length of rest periods

SOCIAL INTERACTION

<input type="text" value="0"/>	<input type="text" value="5"/>	12. The ability to interact appropriately with the general public
<input type="text" value="0"/>	<input type="text" value="5"/>	13. The ability to ask simple questions or request assistance
<input type="text" value="0"/>	<input type="text" value="5"/>	14. The ability to accept instructions and respond appropriately to criticism from supervisors
<input type="text" value="0"/>	<input type="text" value="5"/>	15. The ability to get along with coworkers or peers without distracting them or exhibiting behavioral extremes
<input type="text" value="0"/>	<input type="text" value="5"/>	16. The ability to maintain socially appropriate behavior and to adhere to basic standards of neatness and cleanliness

ADAPTATION

<input type="text" value="F"/>	<input type="text" value="5"/>	17. The ability to respond appropriately to changes in the work setting
<input type="text" value="C"/>	<input type="text" value="5"/>	18. The ability to be aware of normal hazards and take appropriate precautions
<input type="text" value="C"/>	<input type="text" value="5"/>	19. The ability to travel in unfamiliar places or use public transportation
<input type="text" value="C"/>	<input type="text" value="5"/>	20. The ability to set realistic goals or make plans independently of others

Data that Affect Career Assessments

Area: United States Average	NAICS Sector: All Industries	Size (Revenue): 100,000,000
OES Area: U.S. National Average - All Entries	Codes: NAICS: 000000, eSIC: 0000, usSEC: 0000	Questionnaire Disclaimer
Name:	IndustryXWalk	

Date as of: January 1, 2004 Organization: File:

FIG. 15B

Enhanced Dictionary of Occupational Titles - Transferable Skills Edition

File Edit Description Edition Library Internet Help

Jobs

Individual's Data Alternate Job List Job Availability Potential Employers

Filter

Filtered Jobs

Info

Basic (active)

Advanced (active)

Enhanced

Text

Industry

Job Codes

Mental Demands

SVP

Physical Demands

Strength

To load a filter, click on a filter name in the list below. Predefined filters are defined by the jobs chosen in the "Jobs" tab. You may modify and save the modified filter.

(No jobs selected in "Jobs" tab)

And

SVP

Less Than

Over 6 months up to and including 1 year

(SVP - Specific Vocational Preparation)

Add Above Condition to Filter

Overwrite

Advanced

All conditions in Filter:

List positions with:

(Advanced, MPSMS) MPSMS = 591

AND (Basic) SVP (SVP < Over 6 months up to and including 1 year

OR (Advanced, Work Fields) Work Fields = 111

OR (Advanced, Work Fields) Work Fields = 121

Save Current Filter

Help

Content Validity

Delete Highlighted

Delete All

Area: United States Average

QES Area: U.S. National Average - All Entries

Name:

Data as of: April 1, 2004

Organization:

Data that Affect Career Assessments

NAICS Sector: All Industries

Code: NAICS: 000000, eSIC: 000, usSEC: 0000

Industry XX/XX

Size (Revenue): 100,000,000

Questionnaire

Disclaimer

FIG. 16A

Enhanced Dictionary of Occupational Titles - Custom Edition

File

Edit

Library

Internet

Help

Individuals Data

Alternate Job List

Job Availability

Potential Employers

Job Research

Filter

Filtered Jobs

Info

Saved Filters

Search for Positions

Begin by entering search criteria into any box at right. You may use all tabs at the same time.

To add a condition, select one at the top of the right hand pane and then press the "Add Above Condition to Filter" button.

There is no limit to the number of conditions that can be added.

To see positions found, click on "Filtered Jobs".

To save a filter for later use, press the "Save Current Filter" button. (Saving is not required to run the current filter.)

Save Current Filter

Help

Basic

Advanced

Enhanced

Education Level

Physical Stress

Inherent Social Interaction

Psychological Stress

Sustained Concentration

Skill

Or

Skill Includes

abrades

abrades

accepts

accommodates

accompanies

adapts

addresses

adjudicates

adjusts

administers

advertises

advises

affixes

aids

aligns

allocates

allows

alters

analyzes

anchors

annexes

annotates

announces

answers

appeals

appears

Add Above

Delete High

(Skill searches work best when combined with industry)

Advanced

All conditions in Filter:

(No conditions are entered)

Content Validity

Area: United States Average

DES Area: U.S. National Average

Name:

Data that Affect Career Assessments

NAICS Sector: All Industries

Codes: NAICS: 000000, cSIC: 000, usSEC: 0000

Industry: XvWolk

Size (Revenue): 100,000,000

Questionnaire

Disclaimer

Data as of: April 1, 2004

Organization:

FIG. 16B



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ERI's Vanished Job Hall of Fame

Every day America loses an entire occupation to technology and/or export to foreign lands. "Vanished" means vanished. Jobs listed are no longer found in Assessor Series or eDOT research, including listing in salary surveys, job postings, Internet job boards, workers' compensation claims records, Internet inquiries or as input to ERI's online Internet-based interactive salary surveys.

[Log of Disappeared American Jobs](#)

[Site Map](#) | [eDOT Training](#) | [Free Analyst Resources](#) | [Management Tools & Spreadsheets](#)
[Salary Planning Survey](#) | [Compensation and Benefit Training](#) | [British and European Data](#)
[Board Compensation Committee Tools](#) | [Subscriber Dataset Updates](#)

ERI's eDOT Project

enhanced Dictionary of Occupational Titles (a software program and database found on [ERI's Platform Library](#) CD-ROM). Contains job availability statistics; training and transferable skill assessment; vocational rehabilitation and disability job analyses; position and industry crosswalks, videos and field-audited job characteristics.



ERI Job Availability Wizard

[Job Availability Log](#)

Job Name eDOT Code O*NET Code

Patent Pending

Career Change Data for Professionals (*eDOT is designed for the "career changers" and those who assist them; "career entrants" are best served by O*NET*) This is a working site for field job analysts contributing data, ERI's eDOT researchers who analyze the data, and forensic economists who wish to review underlying data files' field input and standard deviations.

- [JAQ Questionnaire](#) - Input form for Field Job Analysts
- [DAQ Questionnaire](#) - for alternative control and testing purposes
- [Construct Validity](#) - Historical DOT Design Documents and eDOT Methodology, Selected Characteristics of Occupations
- [Content Validity](#) - Review Raw Data of job analyses (Field Analysts' Input) and Rate of Error Calculations

enhanced Dictionary of Occupational Titles contains the results of the eDOT Project's systematic collection of data related to 95,000 job titles, of which 25,000 are complete in terms of descriptions, crosswalks, selected work characteristics of occupations ("sco's"), skill & competency work fields, MPSMS codes, methodology and techniques employed. For a more complete description of the [eDOT](#), please review the [Construct](#) and [Content Validity](#) sites above and the eDOT's Methodology. A complimentary full demonstration edition of the eDOT and [ERI's Platform Library](#) is available by calling 800-627-3697 or [downloading](#) it now.

Job Availability Estimates derive from ERI's collection and analyses of all available salary surveys (counting number of incumbents reported for a specific job title), "of interest" inputs from eDOT screens (when position title text or new job name requests are inputted) and data retrievals from a free Internet salary site (ERI's Nonprofit Assessor, SalaryExpert Calculators, and the SalaryExpertPro queries), all compared and modeled to recent job family populations reported by National Statistics offices (OES/O*NET in the U.S., for ~700 labor markets). To see national numbers, see [ERI's home page](#).

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Patent Pending

FIG. 18

DIRECT ANALYSIS QUESTIONNAIRE (DAQ)

The following DAQ (Direct Analysis Questionnaire) is ERI's restatement of the DOT's Revised Handbook for Analyzing Jobs (Questions/SCOs 7 - 69). It ends with additional questions not in the reported work measures (SCOs) including work characteristics such as questions relating to stress, mental demands, use of keyboard, overhead reaching and others. Data submitted is entered into (and may be reviewed at) ERI's www.eri-edot.com web site (see "Content") and www.salariesreview.com.

Participant Profile

Organization Name:

Address:

Zip:

Country:

Source: ☒ On-Site ☐ Video ☐ Other

eDOT Job Title:
 (If a direct match exists, enter the full or partial job title you are looking for and click the "Search" button).

Actual Job Title:

Industry:

Study Date: (MM/DD/YYYY)

Interviewed person's years in Job or Supervising job:

Number of Employees in this Job at this Work Location:

Brief Job Description:

1.
2.
3.
4.
5.

The DAQ is a direct restatement of the Revised Handbook (Questions/SCOs 7 - 69). It ends with several additional questions found in the Handbook, but not in the reported work measures (SCOs). eDOT's measures and questions related to stress, mental demands, use of keyboard, overhead reaching, and other factors that were not as prevalent (or existent) in the U.S. workplace when the DOT was created are found in ERI's companion Job Analysis Questionnaire. The JAQ is used to collect enhanced measures and is ERI's principal data gathering questionnaire. The DAQ exists for testing, quality control, and measurement validation purposes. Data submitted is entered into (and may be reviewed at) ERI's www.eri-edot.com web site (see "Content") and www.salariesreview.com.

FIG. 19

2000

Home | [Sign In](#) | [Help](#) | Customer Service: 866-438-1485

careerbuilder.com

[Find Jobs](#) | [Post Resumes](#) | [My CareerBuilder](#) | [Advice & Resources](#)

Location Salary Calculator

US and Canada Salary Calculator
Calculates International Salaries >>

Position: **2002**

Location:

2001

Questionnaire: Microsoft Internet Explorer

File Edit View Favorites Jobs Help Search Favorites Help Address

1. Performing a Variety of Duties: Involves frequent changes of tasks involving different aptitudes, techniques, procedures, working conditions, physical demands or degrees of attentiveness without loss of efficiency or competence. The involvement of the worker in two or more fields may be a clue that this temperament is required.)

☐ Present ☐ Not Present

2. Exposure to Vibrations- How often does this job require a worker to be exposed to vibrations? (Exposure to a shaking object or surface.)

☐ Not Present ☐ Occasionally ☐ Frequently ☐ Constantly

3. More than 10 Pounds- How often does this job require a worker to carry, lift, push, pull or move?

☐ Not Present ☐ Occasionally ☐ Frequently ☐ Constantly

4. years in this job. (If none, leave as 0)

5. If you have knowledge of the local competitive annual salary level for this job and wish to contribute to the [SalariesReview.com](#) surveys, please answer the following questions.

Your e-mail address:

2004

2006

2008

FIG. 20A

Need International Data? [Click Here](#)

Report Summary

The **Account Executive** working in **NY - New York** now earns an average salary of **80,491**. Half of those in this position would earn between **64,144** and **95,833** (the 17th and 67th percentiles). These numbers are derived from real, area specific, survey data.

When benefits and bonuses are added to this salary, the average total compensation for this position would be **96,148**. The report below also explains how the cost-of-living in this location affects the actual value of this salary.

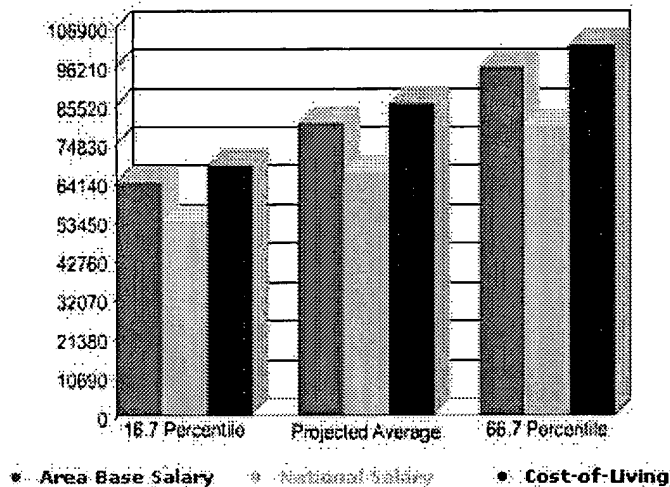
More detailed information on salary, benefits and cost-of-living is available below. Estimates as of 05-Mar-2004. Currency in United States of America Dollars.

Exclusive: Compare Your Compensation with that of Executives in Similar Companies

Analyze your current compensation or consider an offer by comparing it with competitive data used by most major corporations, the IRS National Appeals Office and major consulting firms. Also includes executives' compensation in twelve "comparable" companies—based on industry, size and geographic location. *Real people, real numbers* shown in a dynamic format that draws on SEC Proxy filings and reproduces the Summary Compensation Tables for each company.

Takes 5 Minutes -- Satisfaction Guaranteed

Create Your Executive Report Now!



Account Executive NY - New York				
Low	Average	High	Bonus	Benefits
64,144	80,491	95,833	5.9%	13.5%
Total Compensation: 96,148				
United States of America National Average:				
Low	Average	High	Total Compensation	
53,310	66,896	79,646	81,070	
Cost-of-Living: A renter's COL for this area would be 85,911. This cost-of-living is 19,015 greater than the National norm of 66,896. Cost-of-living reflects the demand and supply of goods and services. Salary differences reflect the demand and supply for labor.				

careerbuilder.com

brings you...

Openings for an
Account Executive

Financial Accounting

& Reporting, VP

Controller Ref:

1125514

\$100,000 -

\$120,000/Year

Michael Page

International

US-NY-New York

City

VP - Financial

Reporting Ref:

1125209

\$90,000 -

\$110,000/Year

Michael Page

International

US-NY-New York

City

Account Executive

N/A

Central Business

Solutions

US-NY-New York

Hedge Fund

Operations Due

Diligence - VP Ref:

1124911

\$90,000 -

\$120,000/Year

Michael Page

International

US-NJ-New York

NV

Outside Sales

Representative

N/A

Maintenance

Engineering

US-NJ-Newark

VP - Global

Transaction

Processing Middle

Office Ref:

1124922

\$85,000 -

\$120,000/Year

Michael Page

International

US-NY-New York

NV

District Sales Mgr

Computer Hardware

\$75,000 -

\$120,000/Year

FIG. 20B

2100

2104

Relocation Costs

Relocation cost of living differential between any of 10,000 areas worldwide

Click Here!

Step 1

Step 2

Step 3

Home Salary

Questionnaire

☐ Not Present
☐ Occasionally
☒ Frequently
☐ Constantly

4. years in this job. (If none, leave as 0)

5. If you have knowledge of the local competitive annual salary level for this job and wish to contribute to the SalariesReview.com surveys, please answer the following questions.

Your e-mail address:

Competitive Salary: 2104

Define the 3 key skills of this job using two words each, a verb and an object/adverb/adjective:
 Example Program Fortran, Teach Kindergarten, Write Documentation.

Skill 1:

Skill 2:

Skill 3:

2106

Expert Pro

more job ideas and...
 Do up survey series...
 See who don't...
 the time)

Compare top management within industry!

Find Your Job!

BTA is legally licensed to offer benefit and compensation advice in all states and territories.
 BTA is an Authorized User of selected Statistics Canada data under Agreement Number 6104.

FIG. 21A

Questionnaire

Please answer the following questions about an **Abrasive Sawyer** to create your report.

1. **Strength**- to what extent does this job require the use strength?

☐ **Sedentary Work**- Exerting up to 10 pounds of force occasionally (Occasionally: activity or condition exists up to 1/3 of the time) and/or a negligible amount of force frequently (Frequently: activity or condition exists from 1/3 to 2/3 of the time) to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

☒ **Light Work**- Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly. (Constantly: activity or condition exists 2/3 or more of the time) to move objects. Physical demand requirements are in excess of those for Sedentary Work. Even though the weight lifted may only be a negligible amount, a job should be rated Light Work: (1) when it requires walking or standing to a significant degree; or (2) when it requires sitting most of the time but entails pushing and/or pulling of arm or leg controls; and/or (3) when the job requires working at a production rate pace entailing the constant pushing and/or pulling of materials even though the weight of those materials is negligible. NOTE: The constant stress and strain of maintaining a production rate pace, especially in an industrial setting, can be and is physically demanding of a worker even though the amount of force exerted is negligible.

☐ **Medium Work**- Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical demand requirements are in excess of those for Light Work.

☐ **Heavy Work**- Exerting 50 to 100 pounds of force occasionally, and/or 25 to 50 pounds of force frequently and/or 10 to 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of those required for Medium Work.

☐ **Very Heavy Work**- Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds frequently, and/or 10 to 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of those required for Heavy Work.

2. **Handling**- How often does this job involve handling? (Seizing, holding, grasping, turning or otherwise working with hand or hands.)

☐ Not Present

☐ Occasionally

☐ Frequently

☒ Constantly

3. **High Precision Work**- Job activities require adherence to precise and exact standards sustained in an orderly routine without special supervision.

☐ Not Present

☐ Occasionally

☒ Frequently

☐ Constantly

4. years in this job. (If none, leave as 0)

5. If you have knowledge of the local competitive annual salary level for this job and wish to contribute to the SalariesReview.com surveys, please answer the following questions.

Your e-mail address:

Competitive Salary:

Define the 3 key skills of this job using two words each, a verb and an object/adverb/adjective:
Example Program Fortran, Teach Kindergarten, Write Documentation.

Skill 1:

Skill 2:

Skill 3:

FIG. 21B

Thank you for purchasing SalaryExpert's Premium Salary Report.

INSTRUCTIONS: Please read each question carefully. All inputs are required. SalaryExpert® matches your input to variables found in the updated and enhanced Dictionary of Occupational Titles (eDOT™) and SalariesReview® databases. The generated report shows sources and their estimated rates of error. These inputs are used to create a unique skills-based analysis of the competitive pay for your position.

2110

2112

2114

2116

2118

2120

Personal Info.	
1. First name:	Patricia
2. Last name:	Behling
3. E-mail address:	trish_behling@erierl.com

Position	
4. Job title:	Engineer <input type="button" value="Search"/>
Instructions: To select your job title, enter the full or partial title you are looking for in the input box above and click the "Search" button. Your search string must be at least three characters in length and reference only non-executive positions.	
5. Alternative job title: (Alternative title for the position defined above)	Mechanical Engineer
6. Length of time in position:	1 years 6 months
7. Length of time in occupation:	1 years 6 months
8. Industry of selected position:	Petroleum and Coal Products
9. Organization's size:	500 (number of employees)

Education & Training	
10. Highest level of education you have achieved:	BA/BS
11. If an equivalent degree was obtained, in what discipline:	Mechanical Engineering
12. Designations have you achieved in your chosen field:	na (e.g. CPA, ASA, etc. You may enter more than one)

Location	
13. Enter your current postal code or one from an another area of interest:	98225

Compensation	
14. Current or expected annual base salary:	42000
15. Currency of base salary:	United States Dollars
16. Length of time at salary level:	0 years 6 months
17. Expected annual bonus as a percentage of reported salary:	0 %

FIG. 21C

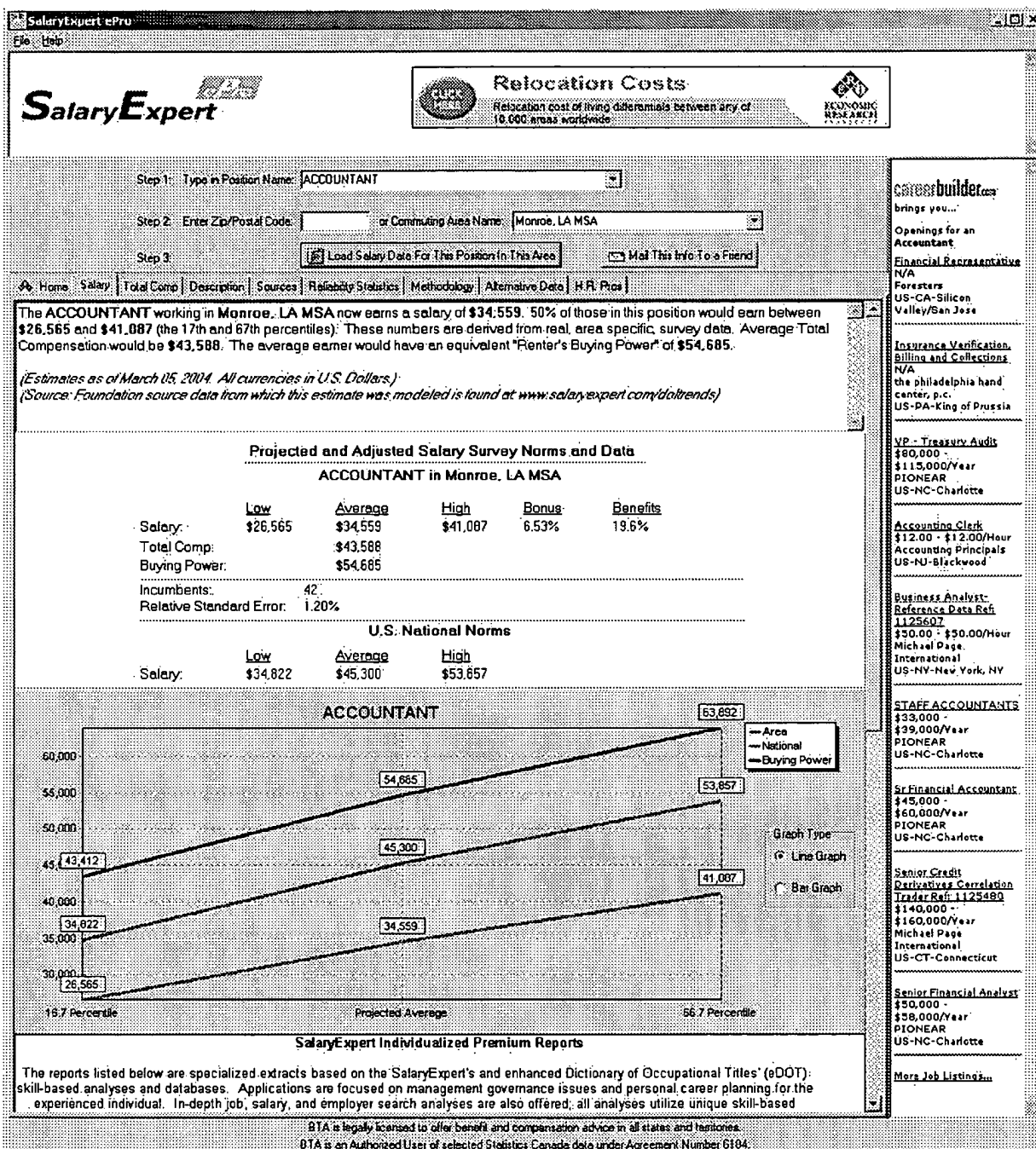
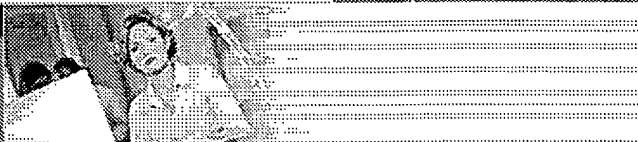


FIG. 21D

SELECT A SURVEY...

Salaries, Wages & Remuneration
Cost Of Living
College Graduates
Offer Rates



ONLINE SURVEYS



Salaries, Wages & Remuneration Survey:

Please provide the following information...

Contribute input to a SalariesReview survey and receive a \$19.00 discount toward the purchase price of any survey extract.

=FastFind

Go!

Enter a postal code now to jump to Step 4!

Select your area/position: (Click the appropriate link below after each selection)

Step 1. Country Go!

Step 2. State/Province Go!

Step 3. City/Survey Area Go!

Step 4. Position Go!

Description: No Position Selected

Alternate Titles:

Fill in the following information ... On this country's currency is:

Step 5. Your Email Address

Step 6.

Enter years of experience in the job and annual salary.
Data should be that paid to an in-country national for the
above position in the currency of the country.

Use local currency amounts.

A. Years of experience in the position:

B. Annual salary now paid:

C. Annual bonus/incentive now paid:

Step 7.

Define the 3 key skills of this job using two words each, a verb and an object/adverb/adjective.
Example Program Fortran, Teach Kindergarten, Write Documentation.

A.
B.
C.

2204

Continue

FIG. 22

ERI Job Availability Wizard

[Job Availability List](#)

Abstract Checker

Abstract Clerk

Abstract Maker

Abstract Manager

Abstract Searcher

Abstractor

Court Abstractor

Title Abstractor

Select Job Title

[Reset Form](#)

Job Availability for Paralegal in the United States.

The Job Family is: Paralegals and Legal Assistants
Job Family Population: 183,550
Rate of Error: 2.9 %

If you wish to review ERI's estimation of specific job populations for any of the 24,947 specific job titles on a national basis, see ERI's Home Page at: www.eri.com

If you wish to review job availability for 24,947 specific position titles, rather than job families, in any of over 10,000 specific cities in these countries, order an eDOT subscription by [clicking here](#).

Patent Pending

FIG. 23

Tax Exempt Organization Information



Summary	Financials	Salary Database	Form 990
---------	------------	-----------------	----------

Hospital For Extended Recovery

Summary Comp Table

Address
Hospital For Extended Recovery 600 GRESHAM DR STE 700 NORFOLK, VA 23507-1904

Summary Comp Table 2002				
Position	Hours *	Salary	Benefits	Other
Highest Paid Employee/Officer ADMIN LINDA STONES	40.0	\$37,997	\$3,477	\$0
2nd Highest Paid Employee/Officer VP LINDA O'NEIL	-	\$34,256	\$9,092	\$0
3rd Highest Paid Employee/Officer ASST TREAS JOYCE MAGARY	-	\$27,513	\$7,127	\$0
4th Highest Paid Employee/Officer	-	\$0	\$0	\$0
5th Highest Paid Employee/Officer	-	\$0	\$0	\$0
* Reported as hours worked per week				

For a free overview of tax exempt entities' salary levels for 20,000 plus positions, you may download SalaryExpert's ePro. This application creates market rate estimates from a combination of U.S. OES salary survey data and ERI's enhanced Dictionary of Occupational Titles. [Download here](#). For a more precise analysis of executive compensation practices (based on ERI's collection and analysis of this IRS data), we recommend your consideration of a subscription to ERI's [Executive Compensation Assessor](#). Intermediate Sanctions allow the development of a rebuttable presumption for those who take the time to review and document the rationale for their executive compensation practices.

FIG. 24

eDOT Database Downloads

(Download site is now under development)

The files below, except for eDOT Raw Data downloads, are self-extracting updates that overwrite the eDOT software program and datasets. Click on either ERI's latest update or any combination of source inputs described below before initiating the updating process. With a modem speed of 56 kbps, a 1 MB download will take approximately 1-2 minutes, at 28.8 kbps, a 1MB download will take approximately 6-8 minutes. (Request a CD-ROM by mail to greatly increase installation speed or the latest ERI eDOT and Assessor Series updates.)

Quarterly eDOT Update – May 2004:

 **eDOT** 33.5 MB Self-installing update: enhanced Dictionary of Occupational Titles

The enhanced Dictionary of Occupational Titles module was updated **11/05/03**:

The most recent enhanced Dictionary of Occupational Titles module was updated **05/10/04**.

Each Quarter's eDOT uses an "inclusive" approach in combining all contributing sources from its **eDOT Project** | Content Validity | Raw Data sites in deriving worker characteristics/measures using ERI's proprietary analyses (sources are weighted by variance). eDOT subscribers may alter this all inclusive approach by selecting any combination of input sources shown below (by deselecting or selecting/checking the categories shown) creating their own eDOT Source dataset update. Files downloaded will overwrite the existing eDOT worker characteristic databases utilizing simple mean average/mean combinations of your selections. Depending upon your election to "normalize" the data (some source inputs rarely profile ratings "anchors" – end values correctly) and/or selection of Source Data, you should expect slightly different measures to be exhibited as the "norm" for any specific position as compared to ERI's "all inclusive" approach.

On July xx, 200x, (date uncertain) ERI achieved "cost recapture" of all funds expended on the development of the eDOT Project and eDOT PC application and now provides eDOT Raw Data for use by competing products, university research, and other applications that continue to use the old DOT descriptions and construct, but wish to have updated work measures (SCO's). Original DOT worker characteristic fields averages may be downloaded in a comma delimited, field quote enclosed, ASCII file. Approved research efforts that agree to share their results with ERI, may also download the selected source Questionnaire(s) answer input (numbers of questions differ by the type of questionnaire) that created the 99 eDOT measures (email info@eri-edot.com for an Approved eDOT Researcher application form; your account # and original password will be returned via snail mail). Select / deselect by clicking on any selection below:

Free

eDOT Source Data Recombination (for existing eDOT subscriptions)

- ☒ Utilize Original DOT Measures
- ☒ Utilize Historic Modeled Weighting of DOT SCOs
- ☒ Include JAQ Field Job Analyses
- ☒ Include DAQ Field Job Analyses
- ☒ Include PAQ Job Analyses
- ☒ Include PMPQ Job Analyses
- ☒ Include WRQ Job Analyses
- ☒ Include eDOT Workers' Comp Partial Inputs
- ☒ Include other eDOT Partial Inputs
- ☒ Include Internet Partial Analyses
- ☒ Normalize above Datasets' Input

The above creates a new eDOT database for use by the eDOT PC program; eDOT Raw Data at the right is the actual raw data creating this revised eDOT database.

* Requires an ERI Approved User Code and Password

** Requires both ERI and PAQ Services, Inc. Approval an approved Account Code/Password is required

*** Requires both ERI and the O*NET Center approvals. An approved Account Code/Password is

eDOT Raw Data Downloads (public domain, for competing products)

- ☐ Original DOT Measures
- ☐ Modeled DOT SCO Weightings
- ☐ JAQ Field Job Analyses Results
- ☐ the 127 JAQ Question Inputs*
- ☐ the DAQ Field Job Analyses Results
- ☐ the 99 DAQ Question Inputs*
- ☐ PAQ Field Job Analyses Results**
- ☐ the 200 PAQ Question Inputs** (example
- ☐ PMPQ Field Job Analyses Results** below)
- ☐ the 242 PMPQ Question Inputs**
- ☐ WRQ Field Job Analyses Results**
- ☐ the 151 WRQ Question Inputs**
- ☐ eDOT Workers' Compensation Input
- ☐ other eDOT Partial Analyses Input
- ☐ Internet Partial Analyses Input
- ☐ O*NET Field Job Analyses Input***
- ☐ O*NET Partial Analyses Input***

FIG. 25

JOB ANALYSIS: Review of eDOT Field Analyses Input

This eDOT site allows researchers, attorneys and expert witnesses to review the input of field analysts. Data inputted from the eDOT Job Analysis Questionnaire ("JAQ"), the eDOT Direct Analysis Questionnaire ("DAQ"), and other subject matter job analysts are automatically entered into this database. Data input from other sources (free salary searches, general Internet visitors from SalaryExpert, and other eDOT inputs) are held in a suspense dataset for manual review. (Note that separate rates of error are displayed.)

Contributors to this web site ("Field Analysts") include vocational rehabilitation professionals, compensation professionals, job analysts, forensic economists and expert witnesses. The employees of ERI and its affiliates do not contribute input into this database, nor does ERI engage in consulting.

Job Analysis data is gathered according to the methodology published in the 1991 Revised Handbook for Analyzing Jobs with full questionnaire completion for each Field Analyst's Questionnaire, including assignments of Skill & Competency Work Fields, MPSMS codes, job and industry crosswalks, and the original 64 worker characteristics, plus 35 added enhanced work measures. Enhanced measures include: required education level, 22 psychological stress requirements, and additional physical characteristics such as reaching upward, use of keyboards, sitting, walking, standing, and a unique combination (different than the sum of the latter three), the allowance for the elective standing/sitting and shuffling (taking a step or two) for those with back injuries.

For privacy purposes (and to gain the input of contributing analysts), this web site records only the date of recent Field Analysts' input, and not the location or name of the job incumbent or Field Analyst. To assure valid data, various tests (see Methodology) are performed on the submitted data by trained ERI Job Analysts. Submitted data must pass these tests before being added to the eDOT database.

The screenshot shows a web form titled "ERI Wizard to Find Raw Data". It contains three input fields: "drafter" with the value "Job Name", "eDOT Code" with the value "Go", and "O*NET Code" with the value "Go". Each field has a "Go" button next to it. Below the input fields, the text "Patent Pending" is displayed.

FIG. 26

Enhanced Dictionary of Occupational Titles - Custom Edition

File Edit Description Edition Library Internet Help

Individual's Data | Alternate Job List | Job Availability | Potential Employers | Job Research

Job Availability

(Vocational Occupations)

Survey Data Source: ERI's eDOT Job Availability Survey (see www.eri-edot.com)
pro-ration, if shown, among OES and U.S. Census job family populations

Survey/Source Name: U.S. annual OES survey 2001 data for use in 2003.

Data Projected/Trended to: April 01, 2004

Search Filter GOE(s): 02.04.01 - Physical Sciences, 05.05.09 - Mechanical Work, 07.02.01 - Bookkeeping and Auditing, 07.02.02 - Accounting, 07.02.03 - Statistical Reporting and Analysis, 07.02.04 - Billing and Rate Computation, 07.03.01 - Paying and Receiving, 07.04.01 - Interviewing, 07.04.02 - Order, Complaint, and Claims Handling, 07.05.02 - Record Verification and Proofing, 08.02.03 - Wholesale and Retail, 11.05.02 - Administrative Specialization, 11.06.01 - Accounting and Auditing, 11.06.03 - Risk and Profit Analysis, 11.09.01 - Sales

Population Survey Area: U.S. National Average - All Entries, US

Population Survey Area Counties: All Areas.

eDOT Code	Job Title	U.S OES Job Family Population	-----Estimations-----		Standard Error
			ERI's Job Availability Survey	ERI's Complexity Model	
216.392-050	Account Classification Clerk	1,697,890	201	47,201	0.6
164.167-010	Account Executive	85,850	72,819	1,490	1.4
210.367-010	Account Information Clerk	1,697,890	13,142	44,315	0.6
164.167-014	Account Manager Sales	317,410	63,825	5,529	0.8
216.482-018	Account Payable Clerk	1,697,890	691,021	64,330	0.6
164.167-002	Account Supervisor	317,410	1,825	5,374	0.8
160.162-018	Accountant	881,390	421,366	28,134	0.9
160.262-201	Accountant 1	881,390	106,692	37,768	0.9
160.262-202	Accountant 2	881,390	34,692	29,042	0.9
160.162-203	Accountant 3	881,390	30,161	27,182	0.9
160.162-204	Accountant 4	881,390	20,369	27,182	0.9
160.132-205	Accountant 5	570,110	0	8,552	0.9
160.132-206	Accountant 6	570,110	0	8,552	0.9
160.167-013	Accountant Assistant	881,390	18,230	38,455	0.9
160.162-022	Accountant Budget	881,390	23,401	27,182	0.9
160.162-026	Accountant Cost	881,390	32,268	28,134	0.9
160.167-026	Accountant Machine Processing	881,390	344	27,731	0.9
160.167-057	Accountant Manager	570,110	123,936	8,084	0.9
160.167-022	Accountant Plant	881,390	13,177	28,707	0.9
160.167-022	Accountant Property	881,390	13,177	28,707	0.9
160.167-026	Accountant Systems	881,390	344	27,781	0.9
160.162-010	Accountant Tax	881,390	9	26,221	0.9
216.482-010	Accounting Clerk	1,697,890	250,201	52,329	0.6
216.382-010	Accounting Data Technician	1,697,890	91,397	19,890	0.6

Data that Affect Career Assessments

Area: United States Average NAICS Sector: All Industries Size (Revenue): 100,000,000

OES Area: U.S. National Average - All Entries Codes: NAICS: 000000, eSIC: 000, usSEC: 0000

Name: Industry XWalk Questionnaire Disclaimer

Data as of: April 1, 2004 Organization: File:

FIG. 27

No job has been entered.

To enter a job, begin typing or click on the "(no job entered)" text above.

eDOT works according to the edition selected. The transferable skills assessment is governed by the edition. To select an edition click the Edition menu at the top of the screen.

eDOT editions include:

- 2802 ~ • Archive DOT (Descriptions and Worker Characteristics last updated in 1991)
- 2804 ~ • Vocational (career interest/GOE based analyses)
- 2806 ~ • Occupational (disability skill-based assessment)
- 2808 ~ • Administrative Law (SSA's Steps 4 & 5)
- 2810 ~ • Workers' Comp (state/province defined)
- 2812 ~ • Custom (user defined with unlimited filter combinations available)

Transferable skill assessments often relate to a definition of the term: "disability." Various governments have different definitions under their short term disability programs, unemployment, or worker compensation laws. U.S. Social Security has its own specific definition. Others believe transferable skills analyses should be based on "career interests," rather than disability or circumstance. eDOT initially starts with the Custom Edition. Thereafter, it starts with the last edition utilized.

FIG. 28

enhanced Dictionary of Occupational Titles - Archive DOT Edition	
File Edit Description Edition Library Internet Help	
Jobs Individual's Data Alternate Job List Job Availability Potential Employers	
Current Job Previous Job II (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Job Trained For (none)	
<div> <div>Automobile Mechanic</div> <div> IT: 620.261-010 DES: 85302 ET: 49-3023.00 SOC: 493023 </div> </div>	
Position Description Worker Characteristics O*NET Position XWalk Video	
620.261-010 Automobile Mechanic (Automotive Ser.)	
Alternate Titles Garage Mechanic	
Overview Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.	
Functions Examines vehicle and discusses with customer or AUTOMOBILE-REPAIR-SERVICE ESTIMATOR (automotive ser.); AUTOMOBILE TI Plans work procedure, using charts, technical manuals, and experience. Raises vehicle, using hydraulic jack or hoist, to gain access to mechanical units bolted to underside of vehicle. Removes unit, such as engine, transmission, or differential, using wrenches and hoist. Disassembles unit and inspects parts for wear, using micrometers, calipers, and thickness gauges. Repairs or replaces parts, such as pistons, rods, gears, valves, and bearings, using mechanic's handtools. Overhauls or replaces carburetors, blowers, generators, distributors, starters, and pumps. Rebuilds parts, such as crankshafts and cylinder blocks, using lathes, shapers, drill presses, and welding equipment. Rewires ignition system, lights, and instrument panel. Relines and adjusts brakes, aligns front end, repairs or replaces shock absorbers, and solders leaks in radiator. Mends damaged body and fenders by hammering out or filling in dents and welding broken parts. Replaces and adjusts headlights, and installs and repairs accessories, such as radios, heaters, mirrors, and windshield wipers. May be designated according to specialty as Automobile Mechanic, Motor (automotive ser.); Bus Mechanic (automotive ser.); Differential May be designated: Compressor Mechanic, Bus (automotive ser.); Drive-Shaft-And-Steering-Post-Repairer (automotive ser.); Engine-Me	
<div> <div> Data that Affect Career Assessments Area: United States Average DES Area: U.S. National Average - All Entries Name: </div> <div> Old DOT Industry: any industry Codes: DOT: 138, NAICS: 000000, usSEC: 0000 Industry XWalk </div> <div> Size (Revenue): 100,000,000 Questionnaire Disclaimer </div> </div>	
Data as of: January 1, 2004	Organization: File:

FIG. 29

Enhanced Dictionary of Occupational Titles - Vocational Edition

File Edit Description Edition Library Internet Help

Jobs Individual's Data Transferability Assessment Alternate Job List Job Availability Potential Employers

An Individual's Data - Career Interests

Assist employees with their Career Transitions. eDOT is designed for Career Changers rather than Career Entrants. One method of analyzing alternative jobs is an Interest-based Occupational Exploration. Please check one or more Interest Areas listed below. (Initial checks are defaults matching the interests of all jobs selected.) eDOT identifies jobs in the Interest Areas where the skills gained in the employee's present (and previous jobs) apply and then assesses job availability and potential employment contacts by industry and geographic area. Provide your transitioning employees direction toward their areas of interest.

GOE Interest Categories (Click to view description)	Currently Selected GOE(s)
<input checked="" type="checkbox"/> 04.01.01 - Managing	<input checked="" type="checkbox"/> 04.01.01 - Managing
<input type="checkbox"/> 04.01.02 - Investigating	<input checked="" type="checkbox"/> 05.05.06 - Metal Fabrication and Repair
<input type="checkbox"/> 04.02 - Security Services	<input checked="" type="checkbox"/> 05.05.07 - Machining
<input type="checkbox"/> 04.02.01 - Detention	<input checked="" type="checkbox"/> 05.05.09 - Mechanical Work
<input type="checkbox"/> 04.02.02 - Property and People	
<input type="checkbox"/> 04.02.03 - Law and Order	
<input type="checkbox"/> 04.02.04 - Emergency Responding	
<input type="checkbox"/> 05 - Mechanical	
<input type="checkbox"/> 05.01 - Engineering	
<input type="checkbox"/> 05.01.01 - Research	
<input type="checkbox"/> 05.01.02 - Environmental Protection	
<input type="checkbox"/> 05.01.03 - Systems Design	
<input type="checkbox"/> 05.01.04 - Testing and Quality Control	
<input type="checkbox"/> 05.01.05 - Sales Engineering	
<input type="checkbox"/> 05.01.06 - Work Planning and Utilization	
<input type="checkbox"/> 05.01.07 - Design	
<input type="checkbox"/> 05.01.08 - General Engineering	
<input type="checkbox"/> 05.02 - Managerial Work: Mechanical	
<input type="checkbox"/> 05.02.01 - Systems	
<input type="checkbox"/> 05.02.02 - Maintenance and Construction	
<input type="checkbox"/> 05.02.03 - Processing and Manufacturing	
<input type="checkbox"/> 05.02.04 - Communications	
<input type="checkbox"/> 05.02.05 - Mining, Logging, and Petroleum Production	
<input type="checkbox"/> 05.02.06 - Services	
<input type="checkbox"/> 05.02.07 - Materials Handling	
<input type="checkbox"/> 05.03 - Engineering Technology	
<input type="checkbox"/> 05.03.01 - Surveying	
<input type="checkbox"/> 05.03.02 - Drafting	
<input type="checkbox"/> 05.03.03 - Expediting and Coordinating	
<input type="checkbox"/> 05.03.04 - Petroleum	
<input type="checkbox"/> 05.03.05 - Electrical-Electronic	
<input type="checkbox"/> 05.03.06 - Industrial and Safety	
<input type="checkbox"/> 05.03.07 - Mechanical	
<input type="checkbox"/> 05.03.08 - Environmental Control	
<input type="checkbox"/> 05.03.09 - Packaging and Storing	
<input type="checkbox"/> 05.04 - Air and Water Vehicle Operation	
<input type="checkbox"/> 05.04.01 - Air	
<input type="checkbox"/> 05.04.02 - Water	
<input type="checkbox"/> 05.05 - Craft Technology	
<input type="checkbox"/> 05.05.01 - Masonry, Stone, and Brick Work	
<input type="checkbox"/> 05.05.02 - Construction and Maintenance	
<input type="checkbox"/> 05.05.03 - Plumbing and Pipefitting	
<input type="checkbox"/> 05.05.04 - Painting, Plastering, and Paperhanging	
<input type="checkbox"/> 05.05.05 - Electrical-Electronic Systems Installation and Repair	
<input type="checkbox"/> 05.05.06 - Metal Fabrication and Repair	
<input type="checkbox"/> 05.05.07 - Machining	
<input type="checkbox"/> 05.05.08 - Woodworking	
<input type="checkbox"/> 05.05.09 - Mechanical Work	
<input type="checkbox"/> 05.05.10 - Electrical-Electronic Equipment Repair	
<input type="checkbox"/> 05.05.11 - Scientific, Medical, and Technical Equipment Fabrication and Repair	
<input type="checkbox"/> 05.05.12 - Musical Instrument Fabrication and Repair	
<input type="checkbox"/> 05.05.13 - Printing	

Item Text

An interest in using authority to protect people and property. You can satisfy this interest by working in law enforcement, fire fighting, and related fields. For example, if you enjoy mental challenge and intrigue, you could investigate crimes or fires for a living. You may

Group Text

Workers in this group are in charge of enforcing laws and regulations. Some investigate crimes, while other supervise workers who stop or arrest lawbreakers. Most of these workers are employed by private businesses such as factories and stores.

Data that Affect Career Assessments

Area: United States Average	NAICS Sector: All Industries	Size
OES Area: U.S. National Average - All Entries	Codes: NAICS: 000000, eSIC: 0000, usSEC: 0000	[Revenue]: 100,000,000
Name:	Industry XWalk	<input type="button" value="Questionnaire"/> <input type="button" value="Disclaimer"/>

Data as of: January 1, 2004 Organization: File:

FIG. 30

Enhanced Dictionary of Occupational Titles - Administrative Law Edition

File Edit Description Edition Library Internet Help

Jobs Individual RFC Analysis Alternate Job List Job Availability

Client Physical Capacities Mental Capacities

MENTAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

☐ None Established

Enter a rating using the following scale:

1. Not Significantly Limited
2. Moderately Limited
3. Markedly Limited
4. No Evidence of Limitation in this Category
5. Not Rateable on Available Evidence (inadequate documentation or evidence descriptions required)

(The "eDOT" column represents the highest measure from all positions selected on the "Jobs" tab.)

UNDERSTANDING AND MEMORY

eDOT Personal

N	5	1. The ability to remember locations and work-like procedures
N	5	2. The ability to understand and remember very short and simple instructions
N	5	3. The ability to understand and remember detailed instructions

SUSTAINED CONCENTRATION AND PERSISTENCE

N	5	4. The ability to carry out very short and simple instructions
N	5	5. The ability to carry out detailed instructions
N	5	6. The ability to maintain attention and concentration for extended periods
N	5	7. The ability to perform activities within a schedule, maintain regular attendance, and be punctual within customary tolerance
N	5	8. The ability to sustain an ordinary routine without special supervision
N	5	9. The ability to work in coordination with or proximity to others without being distracted by them
N	5	10. The ability to make simple work-related decisions
N	5	11. The ability to complete a normal workday and workweek without interruptions from psychologically based symptoms and to perform at a consistent pace without an unreasonable number and length of rest periods

SOCIAL INTERACTION

N	5	12. The ability to interact appropriately with the general public
N	5	13. The ability to ask simple questions or request assistance
N	5	14. The ability to accept instructions and respond appropriately to criticism from supervisors
N	5	15. The ability to get along with coworkers or peers without distracting them or exhibiting behavioral extremes
N	5	16. The ability to maintain socially appropriate behavior and to adhere to basic standards of neatness and cleanliness

ADAPTATION

N	5	17. The ability to respond appropriately to changes in the work setting
N	5	18. The ability to be aware of normal hazards and take appropriate precautions
N	5	19. The ability to travel in unfamiliar places or use public transportation
N	5	20. The ability to set realistic goals or make plans independently of others

Data that Affect Career Assessments

Area: United States Average	NAICS Sector: All Industries	Size (Revenue): 100,000,000
OES Area: U.S. National Average - All Entries	Codes: NAICS: 000000, eSIC: 0000, usSEC: 0000	Questionnaire Disclaimer
Name:	Industry XWalk	

Date as of: January 1, 2004 Organization: File:

FIG. 31

Enhanced Dictionary of Occupational Titles - Transferable Skills (2010)

File

Edit

Description

Editor

Library

Internet

Help

Jobs

Individual's Data

Alternate Job List

Job Availability

Potential Employers

Filter

Filtered Jobs

Info

Predefined

Saved Filters

To load a filter, click on a filter name in the list below. Predeline filters are defined by the jobs chosen in the "Jobs" job. You may modify and save the modified filter.

True Skills

Traditional

Light/Unskilled

Basic Measures

Basic (active)

Advanced

Enhanced

Text

Industry

Job Codes

Mental Demands

SVP

Physical Demands

Strength

And

Strength

Equal To

Medium Work: Exerting 20 to 50 pounds of force

Add Above Condition to Filter

Overwrite

Advanced

All conditions in Filter:

List positions with:

(Basic SVP) SVP < Over 1 year up to and including 2 years

AND (Basic Mental Demands) Reasoning Level < 4

AND (Basic Mental Demands) Mathematics Level < 3

AND (Basic Mental Demands) Language Level < 2

AND (Basic Physical Demands) Strength < Medium Work: Exerting 20 to 50 pounds of force

Save Current Filter

Help

Content Validity

Delete Highlighted

Delete All

Area: United States Average

OES Area: U.S. National Average - All Entries

Name:

Date as of: April 1, 2004

Organization:

Data that Affect Career Assessments

NAICS Sector: All Industries

Code: NAICS: 00000001, eSIC: 000, useSEC: 0000

Industry: XWalk

Size

(Revenue): 100,000,000

Questionnaire

Declines

FIG. 32A

Enhanced Dictionary of Occupational Titles - Transferable Skills Edition

File Edit Description Edition Library Internet Help

Jobs

Individual's Data Alternate Job List Job Availability Potential Employers

Filter Filtered Jobs

Info

Predefined Saved Filters

To load a filter, click on a filter name in the list below. Predefined filters are defined by the jobs chosen in the "Jobs" tab. You may modify and save the modified filter.

True Skills

Traditional

Light/Unskilled

Basic Measures

Save Current Filter

Help

Basic (active) Advanced (active) Enhanced

Text Industry Job Codes Mental Demands SVP Physical Demands Strength

And

Strength

Equal To

Medium Work: Exerting 20 to 50 pounds of force

Add Above Condition to Filter

Override

Advanced

All conditions in Filter:

List positions with:

(Advanced, MPSMS) MPSMS = 591

OR (Advanced Work Fields) Work Fields = 111

OR (Advanced Work Fields) Work Fields = 121

AND (Basic SVP) SVP < Over 6 months up to and including 1 year

Content Validity

Delete Highlighted

Delete All

Area: United States Average

OES Area: U.S. National Average - All Entries

Name:

Data that Affect Career Assessments

NAICS Sector: All Industries

NAICS Code: 000000, eSIC: 000, usSEC: 0000

Industry X/Work

Size (Revenue): 100,000,000

Questionnaire

Disclaimer

Data as of: April 1, 2004

Organization:

File:

FIG. 32B

Enhanced Dictionary of Occupational Titles - Transferable Skills Filter

File

Edit

Description

Editor

Library

Internet

Help

Jobs

Individual's Data

Alternate Job List

Job Availability

Potential Employers

Filter

Filtered Jobs

Info

Predefined

Saved Filters

To load a filter, click on a filter name in the list below. Predefined filters are defined by the jobs chosen in the "Jobs" tab. You may modify and save the modified filter.

Traditional

Light/Unskilled

Basic Measures

Save Current Filter

?

Help

Basic

Advanced

Enhanced (Active)

Text

Industry

Job Codes

Mental Demands

SVP

Physical Demands

Strength

And

Strength

Equal To

Medium Work: Exerting 20 to 50 pounds of force

Add Above Condition to Filter

Overwrite

Advanced

List positions with:

Enhanced, Skill

Skill Includes = assemblies

OR (Enhanced, Skill)

Skill Includes = cares

OR (Enhanced, Skill)

Skill Includes = compresses

OR (Enhanced, Skill)

Skill Includes = disassembles

OR (Enhanced, Skill)

Skill Includes = dives

OR (Enhanced, Skill)

Skill Includes = engineers

OR (Enhanced, Skill)

Skill Includes = examines

OR (Enhanced, Skill)

Skill Includes = fabricates

OR (Enhanced, Skill)

Skill Includes = installs

OR (Enhanced, Skill)

Skill Includes = maintains

OR (Enhanced, Skill)

Skill Includes = manages

OR (Enhanced, Skill)

Skill Includes = manufactures

Content Validity

Delete Highlighted

Delete All

Area: United States Average

DES Area: U.S. National Average - All Entries

Name:

Data that Affect Career Assessments

NAICS Sector: All Industries

Code: NAICS: 000000, eSIC: 000, usSEC: 0000

Industry Xwalk

Size (Revenue): 100,000,000

Questionnaire

Disclaimer

Data as of: April 1, 2004

Organization:

File

FIG. 32C

Enhanced Dictionary of Occupational Titles - Administrative Law Edition

File Edit Description Edition Library Internet Help

Jobs Individual RFC Archive DOT Job Availability

Current Job (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Job Trained For (none)

Transferable Skills

Administrative Law

Workers' Comp

Custom

Position Description

No job has been entered.

To enter a job, begin typing or click on a job.

eDOT works according to the edition selected. To select an edition click the Edition menu.

eDOT editions include:

- Archive DOT (Descriptions and Workers' Compensation)
- Vocational (career interest/GOE based)
- Occupational (disability skill-based)
- Administrative Law (SSA's Steps)
- Workers' Comp (state/province defined)
- Custom (user defined with unlimited filter combinations available).

Transferable skills assessments often relate to a definition of the term: "disability." Various governments have different definitions under their short term disability programs, unemployment, or worker compensation laws. U.S. Social Security has its own specific definition. Others believe transferable skills analyses should be based on "career interests," rather than disability or circumstance. eDOT initially starts with the Custom Edition. Thereafter, it starts with the last edition utilized.

Alabama	Indiana	New Hampshire	Virginia
Alaska	Kansas	New Jersey	Vermont
Arkansas	Kentucky	New Mexico	Washington
Arizona	Louisiana	Nevada	Wisconsin
California	Massachusetts	New York	West Virginia
Colorado	Maryland	Ohio	Wyoming
Connecticut	Maine	Oklahoma	
District of Columbia	Michigan	Oregon	
Delaware	Minnesota	Pennsylvania	
Florida	Missouri	Rhode Island	
Georgia	Mississippi	South Carolina	
Hawaii	Montana	South Dakota	
Iowa	North Carolina	Tennessee	
Idaho	North Dakota	Texas	
Illinois	Nebraska	Utah	

Data that Affect Career Assessments

Area: United States Average
 NAICS Sector: All Industries
 Size (Revenue): 100,000,000

OES Area: U.S. National Average - All Entries
 Codes: NAICS: 000000, eSIC: 0000, usSEC: 0000

Name: IndustryXWalk
 Questionnaire Disclaimer

Date as of: January 1, 2004
 Organization: File

FIG. 33A

Enhanced Dictionary of Occupational Titles - Workers' Comp Edition (Georgia)									
File Edit Description Edition Library Internet Help									
Jobs Xwork GA Job Analysis Form GA Initial Claim Form aDOT Job Analysis Form									
OSHS SDC Coding Manual (no job entered)									
(Note: The blue text below can be modified.)									
GEORGIA STATE BOARD OF WORKERS' COMPENSATION EMPLOYER'S FIRST REPORT OF INJURY OR OCCUPATIONAL DISEASE								OSHA File No. Insurer File No.	
Employer		Employer Phone No.		Insurer/Self Insurer Name		TPA/Claims Office			
Address				Employer FEIN		TPA FEIN			
City		State/Zip		Nature of Business (Mfg., Trade, Transp., Etc.)		Address			
Employer Location/Address (If Different)				City		State/Zip		City	
Place of Accident or Exposure (Address or Location)				Job Classification Code		TPA/Claims Office Phone No.			
Employee Name (Last) (First) (Middle)				Date of Birth		County of Injury			
Address				Date of Injury		Employee Social Security Number			
City		State/Zip		Employee's Home Ph. #		Number of Dependents (including spouse)		DO NOT WRITE IN THIS COLUMN	
Male <input type="checkbox"/> Female <input type="checkbox"/>		Time of Injury		Time Workday Began		Date Employer Notified		Insurer No.	
				am <input type="checkbox"/> pm <input type="checkbox"/>					
Date Hired		Did Employee Work the Next Day?		First Date Employee Failed to Work a Full Day?		Did Employee Receive Full Pay for Date of Injury?		SIC	
		Yes <input type="checkbox"/> No <input type="checkbox"/>				Yes <input type="checkbox"/> No <input type="checkbox"/>		Date of Birth	
Hours Worked Per Day		Number of Days Worked Per Week		List Normally Scheduled Off Days		Wage Rate at Time of Injury or Disease		Sex	
Per Week						Hour <input type="checkbox"/> Day <input type="checkbox"/> Week <input type="checkbox"/> Mo. <input type="checkbox"/>			
COMPLETE WAGE STATEMENT ON REVERSE. If employee is paid hourly, on commission or piecework basis, enter average weekly amount \$				If board, lodging, or other advantages were furnished, enter average weekly amount \$				County of Injury	
Did Injury/Illness Exposure Occur on Employer's Premises?				Type of Injury/Illness		Part of Body Affected		Employer Aware	
Yes <input type="checkbox"/> No <input type="checkbox"/>									
How Injury or Illness/Abnormal Health Condition Occurred. What was employee doing just prior to the accident?								Nature	
								Body Part	
If Returned to Work, Give Date		Returned at What Wage		If Fatal: Give Date of Death				Cause	
		per Week							
Treating Physician (Name and Address)				Initial Treatment		Hospital/Treating Facility (Name & Address)		Job Classification Code	
				<input type="checkbox"/> No Treatment <input type="checkbox"/> Minor: By Employer <input type="checkbox"/> Minor: Clinic/Hospital <input type="checkbox"/> Emergency Room <input type="checkbox"/> Hospitalized > 24 hrs. MCO Yes <input type="checkbox"/> No <input type="checkbox"/>				M.O.	
								Controvert	
								D. First	
Report Prepared By (Print or Type)				Position		Telephone Number		Date of Report	
EMPLOYER'S FAILURE TO SUBMIT THIS REPORT TO INSURER IMMEDIATELY MAY RESULT IN PENALTY ALL INFORMATION MUST BE COMPLETED BY INSURER/SELF-INSURER									
Average weekly wage: \$		Weekly benefit: \$		Date of disability:		Date of first payment:			
Compensation paid: \$		or Salary paid: \$		Penalty paid: \$		Previously Medical Only		Yes <input type="checkbox"/> No <input type="checkbox"/>	
BENEFITS ARE PAYABLE FROM				FOR:					
<input type="checkbox"/> Total/temporary total disability				<input type="checkbox"/> Temporary partial disability				<input type="checkbox"/> Permanent partial disability of _____ % to _____ % for _____ weeks	
UNTIL _____ WHEN THE EMPLOYEE ACTUALLY RETURNED TO WORK. ALL OTHER SUSPENSIONS REQUIRE THE FILING OF FORM WC2 WITH THE STATE BOARD OF WORKERS' COMPENSATION AND THE EMPLOYEE.									
By _____									
(Insurer/Self Insurer: Type or Print Name of Person Filing Form and Sign)				(Date)		(Phone)		(Extension)	
C: NOTICE TO CONTROVERT PAYMENT OF COMPENSATION (over for additional information)									
Date as of: January 1, 2004 Organization: File:									

FIG. 33B

OSHS SOC Coding Manual

(no job entered)

(Note: The blue text below can be modified.)



Job Analysis Form

Employee Name:	Organization:
Job Title:	Contact Person:
eDOT Job Title:	NAICS Industry: Other Services (except Public Administrations)
eDOT Number: 620261010	ERI SIC Code:
SOC Job Family: 312092	Industrial Classification Code:
Prepared by:	Date:
	Telephone #:

JOB DESCRIPTION:

Overview
Assembles motor vehicles, such as automobiles, trucks, buses, or limousines, at assigned work stations on moving assembly line, performing any combination of following repetitive tasks according to specifications and using handtools, power tools, welding equipment, and production fixtures.

Functions
Loads stamped metal body components into automated welding equipment that welds together components to form body sub-assemblies.

Positions and fastens together body sub-assemblies, such as side frames; underbodies; doors; hoods; and trunk lid, to assemble vehicle bodies and truck cabs preparatory to body welding process.

Bolts, screws, clips, or otherwise fastens together parts to form sub-assemblies, such as doors, seats, instrument control panels, steering columns, and axle units.

Installs mechanical and electrical components and systems, such as engine, transmission, and axle units, pump, wire harnesses, instrument control panels, and exhaust brake, and air-conditioning systems.

Fits and adjusts doors, hoods, and trunk lid.

Seals joints and seams, using caulking gun.

Fastens seats, door paneling, headliners, carpeting, molding, and other trim into position.

Fills vehicle systems with brake and transmission fluids, engine coolant, and oil.

May apply presant and adhesive coated vinyl tops and pads to vehicle roofs.

May verify quality of own work and write description of defects observed on documents attached to vehicle bodies.

May enter and retrieve production data, using computer terminals.

May work as member of assembly group (team) and be assigned different work stations as production.

Job Analyst's General Observations & Comments:

Job Title:

Summary of Physical Job Demands
for

FIG. 33C

Enhanced Dictionary of Occupational Titles - Custom Edition

File

Edit

Options

Edition

Library

Internet

Help

Individual's Data

Alternate Job List

Job Availability

Potential Employees

Job Research

Filter

Filtered Jobs

Info

Saved Filters

To load a filter, click on a filter name in the list below. To save the current filter, click the "Save Current Filter" button. Right-click any item for other options.

(No filters currently saved)

Save Current Filter

Help

Basic (active)

Advanced

Enhanced

Text

Industry

Job Codes

Mental Demands

SVP

Physical Demands

Strength

And

Within this industry:

All Industries

All Industries

Accommodation and Food Services

Administrative and Support and Waste Management and Remediation Services

Agriculture, Forestry, Fishing and Hunting

Arts, Entertainment and Recreation

Construction

Education Services

Finance and Insurance

Health Care and Social Assistance

Information

Manufacturing

Mining

Non Classified

Nonprofits

Other Services (except Public Administration)

Professional, Scientific, and Technical Services

Public Administration

Real Estate and Rental and Leasing

Retail Trade

Transportation and Warehousing

Utilities

Wholesale Trade

All conditions in Filter:

List positions with:

(Basic, Text) Titles Containing this text

AND (Basic, Text) Titles Containing this text

Content Validity

Area: United States Average

DES Area: U.S. National Average - All Entries

Name:

Size (Revenue): 100,000,000

Questionnaire

Disclaimer

Data that Affect Career Assessments

NAICS Sector: All Industries

Codes: NAICS: 000000, sSIC: 000, usSEC: 0000

Industry Walk

Data as of: April 1, 2004

Organization

File

FIG. 36

FIG. 37

FIG. 37

FIG. 38

FIG. 38

Enhanced Dictionary of Occupational Titles - Custom Edition

File

Edit

Desktop

Edition

Library

Internet

Help

Individual's Data

Alternate Job List

Job Availability

Potential Employees

Job Research

Filter

Filtered Jobs

Info

Saved Filters

To load a filter, click on a filter name in the list below. To save the current filter, click the "Save Current Filter" button. Right-click any item for other options.

(no filters currently saved)

Basic

Advanced

Enhanced

Understanding and Memory

Sustained Concentration

Inherent Social Interaction

Skill

Education Level

Physical Stress

Psychological Stress

And

Level

Equal To

illiterate or unable to communicate in English

illiterate or unable to communicate in English

Limited or less - at least literate and able to communicate in English

Limited - equivalent to eighth grade with or without additional classes

Equivalent to High School - does not provide for direct entry into skilled work

Equivalent to High School - provides direct entry into skilled work

Equivalent to one year trade or technical school or junior college

Equivalent to two year junior college or Apprenticeship Training

Equivalent to four year college degree in Nontechnical Field

Equivalent to four year college degree in Technical Field

Equivalent to a Graduate Degree Technical or Nontechnical

Equivalent to Doctorate, may require Special Licenses or Certificates

All conditions in Filter:

No conditions are entered

Content Validity

Delete Highlighted

Delete All

Save Current Filter

Help

Area: United States Average

DES Area: U.S. National Average - All Entries

Name:

Data that Affect Career Assessments

NAICS Sector: All Industries

Codes: NAICS: 000000, eSIC: 000, usSEC: 0000

Industry Xwalk

Size (Revenue): 100,000,000

Qualifications

Disclaimer

Data as of: April 1, 2004

Organization:

File

FIG. 39A

enhanced Dictionary of Occupational Titles - Custom Edition

File Edit Database Edition Library Internet Help

Individual's Data Alternate Job List Job Availability Potential Employers Job Research

Filter Filtered Jobs

Info Saved Filters

To load a filter, click on a filter name in the list below. To save the current filter, click the "Save Current Filter" button. Right-click any item for other options.

(No filters currently saved)

Basic Advanced Enhanced (active)

Understanding and Memory Sustained Concentration Inherent Social Interaction Skill

Education Level Physical Stress Psychological Stress

And Equal To Occasionally

St. Stand. Shuffle:

Carry, Lift, Push, Pull, Move - 10 Pounds or More
 Carry, Lift, Push, Pull, Move - 20 Pounds or More
 Carry, Lift, Push, Pull, Move - 50 Pounds or More
 Carry, Lift, Push, Pull, Move - 100 Pounds or More
 Standing - Amount of Time/Frequency
 Walking - Amount of Time/Frequency
 Sitting - Amount of Time/Frequency
 Keyboard - Amount of Time/Frequency

All conditions in Filter
 List positions with
 Enhanced Ed

☐ Overwrite ☒ Advanced

is not provide for direct entry into skilled work

Save Current Filter ? Help

Content Validity

Delete Highlighted Delete All

Area: United States Average
 DES Area: U.S. National Average - All Entries
 Name:

Data that Affect Career Assessments
 NAICS Sector: All Industries
 NAICS: 00000000 eSIC: 0000 usSEC: 0000
 Industry X/Walk:

Size (Revenue): 100,000,000
 Questionnaire Disclaimer

Data as of: April 1, 2004 Organization:

FIG. 39B

FIG. 39C

FIG. 39C

FIG. 39E

FIG. 39E

Enhanced Dictionary of Occupational Titles - Custom Edition

File Edit Description Edition Library Internet Help

Individual's Data Alternate Job List Job Availability Potential Employers Job Research

Filter Filtered Jobs

Search String:

[25,909 positions displayed]

Position Title	Type	EDOT Code	SOC Code	OES Code	O*NET Code	GODE Code
Academic Dean	eDOT	090.117-010	119033	15005	11-9033.00	11.07.03
Academic Vice President	eDOT	090.117-010	119033	15005	11-9033.00	11.07.03
Accelerator Operator	eDOT	015.362-010	194051	24508	19-4051.01	02.04.01
Access Coordinator Cable Television	eDOT	194.122-010	274012	34028	27-4012.00	05.03.05
Accessories Repairer	eDOT	825.281-026	492093	85728	49-2093.00	05.05.05
Accident & Health Insurance Claim Examiner	eDOT	241.267-018	131031	53302	13-1031.00	11.12.01
Accident Prevention Squad Police Officer	eDOT	375.263-010	333051	63014	33-3051.01	04.01.02
Accident Report Clerk	eDOT	209.362-026	434161	55314	43-4161.00	07.05.03
Accompanist	eDOT	152.041-010	272042	34051	27-2042.02	01.04.04
Accordion Maker	eDOT	730.281-010	517011	89399	51-7011.00	05.05.12
Accordion Repairer	eDOT	730.281-014	499063	85921	49-9063.00	05.05.12

Position Description (original) Attributes Video

313.361-014 1st Cook

Alternate Titles

Cook, Cook Broiler, Cook Dessert, Cook Dinner, Cook First, Cook Fry, Cook Morning, Cook Night, Cook Relief, Cook Roast, Cook Sauce, Cook Soup, Cook Special Diet, General/Institution Cook

Overview

Prepares, seasons, and cooks soups, meats, vegetables, desserts, and other foodstuffs for consumption in eating establishments.

Functions

Reads menu to estimate food requirements and orders food from supplier.

Prepares soups, salads, gravies, desserts, sauces, and casseroles.

☐ Show/Modified (if available)

Data that Affect Career Assessments

Area: United States Average
OES Area: U.S. National Average - All Entries
Codes: NAICS: 000000, esIC: 000, usSEC: 0000

Name:

Industry: Xvilk

Size
(Revenue): 100,000,000

Questionnaire Disclaimer

Date as of: April 1, 2004

Organization:

File

FIG. 39F

Enhanced Dictionary of Occupational Titles - Custom Edition			
File	Edit	Description	Editor
Library	Internet	Web	
Individual's Data	Alternate Job List	Job Availability	Potential Employers
		Job Research	
Current Job			
Position Description		Worked Characteristics	Position Xwalk
		ONET	Video
620.261-010 Automobile Mechanic			
Alternate Titles Automobile Mechanic, Motor, Compressor Mechanic, Bus, Differential Repairer, Drive Shaft & Steering Post Repairer, Engine Hea			
Overview Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.			
Functions Work is distinguished by a requirement for training and skill in computer diagnostics and electronics troubleshooting, which may			
A combination of over two years of directly related training and/or experience is typically required for carrying out the responsibility			
Examines vehicle and discusses with customer, automobile repair service estimator, or inspector nature and extent of damage o			
Plans work procedure, using charts, technical manuals, and experience.			
Raises vehicle, using hydraulic jack or hoist, to gain access to mechanical units bolted to underside of vehicle.			
Removes unit, such as engine, transmission, or differential, using wrenches and hoist.			
Disassembles unit and inspects parts for wear, using micrometers, calipers, and thickness gauges.			
Repairs or replaces parts, such as pistons, rods, gears, valves, and bearings, using mechanic's hand tools.			
Mends damaged body and fenders by hammering out or filling in dents and welding broken parts.			
Replaces and adjusts headlights, and installs and repairs accessories, such as radios, heaters, mirrors, and windshield wipers.			
Data that Affect Career Assessments			
Area: United States Average		NAICS Sector: All Industries	
DES Area: U.S. National Average - All Entries		Codes: NAICS: 000000, SIC: 000, USSEC: 0000	
Name:		Industry Xwalk	
Size		(Revenue): 100,000,000	
Questionnaire		Disclaimer	
Data as of: April 1, 2004		Organization:	
		File	

FIG. 40

enhanced Dictionary of Occupational Titles - Occupational Edition			
File Edit Description Library Internet Help			
Jobs: Individual RFC Analysis Alternate Job List Job Availability Potential Employers			
Current Job Previous Job II (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Previous Job VI (none)			
Architect			eDOT: 001.061-010 OES: 22302 O*Net: 17-1011.00 SOC: 171011
Position Description Worker Characteristics Position XWalk Video			
(values in red are search criteria specified in Filter Options)			
Industry		Profess. & Kin.	
eDOT code		001.061-010	
Occupational Code		001-Architectural Occupations	
Worker Functions			
Data	0-Synthesizing		
People	6-Speaking-Signaling		
Things	1-Precision Working		
Specific Vocational Preparation (SVP)		3-Over 4 years up to and including 10 years	
Mental Demands			
Mathematics Level	Level 6		
Language Level	Level 6		
Reasoning Level	Level 6		
GOE Code		05.01.07 - Design	
Aptitudes			
General Learning Ability	1-Extremely High Ability		
Verbal Aptitude	2-High Degree of Ability		
Numeric Aptitude	1-Extremely High Ability		
Spatial Aptitude	1-Extremely High Ability		
Form Perception	1-Extremely High Ability		
Clerical Perception	3-Medium Degree of Ability		
Motor Coordination	4-Lower Degree of Ability		
Finger Dexterity	3-Medium Degree of Ability		
Manual Dexterity	4-Lower Degree of Ability		
Eye-Hand-Foot Coord.	5-Markedly Low Ability		
Color Discrimination	3-Medium Degree of Ability		
Temperaments			
DIRECTING, controlling, or planning activities of others			
INFLUENCING people in their opinions, attitudes, and judgments			
Performing a VARIETY of duties			
Attaining precise set limits, TOLERANCES, and standards			
Making JUDGMENTS and decisions			
Physical Demands			
Strength	Light Work: Exerting up to 20 pounds of force		
Climbing	Not Present		
Balancing	Not Present		
Stooping	Not Present		
Kneeling	Not Present		
Crouching	Not Present		
Crawling	Not Present		
Reaching	Occasionally		
Handling	Occasionally		
Fingering	Occasionally		
Feeding	Not Present		
Talking	Frequently		
Hearing	Frequently		
Tasting/Smelling	Not Present		
Hear Acuity	Frequently		
Far Acuity	Occasionally		
Depth Perception	Frequently		
Accommodation	Occasionally		
Color Vision	Occasionally		
Field of Vision	Not Present		
Environmental Conditions			
Exposure to Weather Not Present			
Extreme Cold Not Present			
Extreme Heat Not Present			
Wet and/or Humid Not Present			
Noise Intensity Level Moderate			
Vibration Not Present			
Atmospheric Conditions Not Present			
Proximity to Moving Parts Not Present			
Exposure to Electrical Shock Not Present			
Working in High, Exposed Places Not Present			
Exposure to Radiation Not Present			
Working With Explosives Not Present			
Exposure to Toxic Chemicals Not Present			
Other Environmental Conditions Not Present			
Data that Affects Career Assessments			
City: United States Average	Industry: All Industries	# of Employees: 1,000	
Area: NATIONAL AVERAGE - U.S. (ENTER)	Codes: SIC: 0000, PBA: 0000, NAIC: NA	Questionnaire	
Name:	Industry XWalk:		
Data as of April 01, 2003	Organization:	ERISA File:	

FIG. 41

Enhanced Dictionary of Occupational Titles - Vocational Edition

File Edit Description Edition Library Internet Help

Jobs Individual's Data Transferability Assessment Alternate Job List Job Availability Potential Employers

Interest Based Occupational Analyses

	<u>Present Job</u>	<u>Past Experience</u>	<u>Indiv. Capacity</u>	<u>Average Interest</u>
Physical Demands	Sedentary Work		Sedentary Work	Sedentary Work
Education				
Reasoning Skills	Level 5		Level 5	Level 5
Mathematical Skills	Level 4		Level 4	Level 5
Language Skills	Level 5		Level 5	Level 5
Specific Vocational Preparation	Level 8		Level 8	Level 8
Worker Functions				
Data	1- Coordinating		1- Coordinating	1- Coordinating
People	6- Speaking-Signalling		6- Speaking-Signalling	6- Speaking-Sig
Things	7- Handling		7- Handling	7- Handling

		<u>Present Job</u>	<u>Past Experience</u>	<u>Indiv. Capacity</u>	<u>Average Interest</u>
APTITUDES					
AG	General Learning Ability	1-Extremely		1-Extremely	2-High
AV	Verbal Aptitude	2-High		2-High	2-High
AN	Numeric Aptitude	1-Extremely		1-Extremely	2-High
AS	Spatial Aptitude	4-Low		4-Low	4-Low
AP	Form Perception	3-Medium		3-Medium	4-Low
AQ	Clerical Perception	2-High		2-High	2-High
AK	Motor Coordination	3-Medium		3-Medium	5-Markedly Low
AF	Finger Dexterity	3-Medium		3-Medium	4-Low
AM	Manual Dexterity	3-Medium		3-Medium	4-Low
AE	Eye-Hand-Foot Coordination	4-Low		4-Low	5-Markedly Low
EC	Color Discrimination	5-Markedly Low		5-Markedly Low	5-Markedly Low

	<u>Present Job</u>	<u>Past Experience</u>	<u>Indiv. Capacity</u>	<u>Average</u>
TEMPERAMENTS				
TD	Directing, Controlling, or Planning Activities of Others	Yes	Yes	Yes
TR	Performing Repetitive or Short Cycle Work	No	No	No
TI	Influencing People in Their Opinions, Attitudes, & Judgments	Yes	Yes	No
TV	Performing a Variety of Duties	Yes	Yes	No
TE	Expressing Personal Feelings	Yes	Yes	No
TA	Working Alone or Apart in Physical Isolation from Others	No	No	No
TS	Performing Effectively under Stress	No	No	No
TT	Attaining Precise Set Limits, Tolerances, and Standards	Yes	Yes	Yes
TU	Working under Specific Instructions	No	No	No
TP	Dealing with People	Yes	Yes	Yes
TJ	Making Judgments and Decisions	Yes	Yes	Yes

		<u>Present Job</u>	<u>Past Experience</u>	<u>Indiv. Capacity</u>	<u>Average</u>
PHYSICAL DEMAND & ENVIRONMENTAL CONDITIONS					
CLIMB	Climbing	Not Present	NA	Not Present	Not Present
BALANCE	Balancing	Not Present	NA	Not Present	Not Present
STOOP	Stooping	Not Present	NA	Not Present	Not Present
KNEEL	Kneeling	Not Present	NA	Not Present	Not Present
CROUCH	Crouching	Not Present	NA	Not Present	Not Present

Data that Affect Career Assessments

Area: Aberdeen, Washington	NAICS Sector: Finance and Insurance	Size (Assets): 100,000,000
DES Area: NORTHWEST WASHINGTON, WA	Codes: NAICS: 522110, eSIC: 6020, usSEC: 6021	
Name:	Industry: XWalk	Questionnaire Disclaimer

Data as of: January 1, 2004 Organization: File: c:\en user defined files\edot test settings-aberdeen.edt

FIG. 42

enhanced Dictionary of Occupational Titles - Vocational Edition

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Jobs Individual's Data Transferability Assessment Alternate Job List Job Availability Potential Employers

Physical and Environmental Conditions segmented by General Occupational Exploration Codes (GOE)

DOT Code	DOT Title & Industry	S	Physical Demands	Environmental Conditions
		V	S C B S K C C R H F F T H T N F D A C F	W C H H N V A M E H R E T O
		P	l i a t n o w e a l e a e S A A P c v v	e o o u o l C P S E a x C i
11.06.01 - Accounting and Auditing				
160.167-010	Public Accountant (Finance and Insurance)	6	S N N N N N N O O O N F O N C N N O N N	N N N N 3 N N N N N N N N N
160.167-030	Auditor County Or City (Public Administration)	6	S N N N N N N F F O N N N N F N N N N N	N N N N 3 N N N N N N N N N
186.137-014	Operations Officer Branch Office (Finance and Insurance)	6	S N N N N N N O O O N F O N F N N O N N	N N N N 2 N N N N N N N N N
186.137-014	Operations Officer Trust Department (Finance and Insurance)	6	S N N N N N N O O O N F O N F N N O N N	N N N N 2 N N N N N N N N N
186.137-014	Operations Officer (Finance and Insurance)	6	S N N N N N N O O O N F O N F N N O N N	N N N N 2 N N N N N N N N N
160.162-010	Accountant Tax (All Industries)	7	S N N N N N N O O F N F O N C N N O N N	O N N O 3 N N N N N N N N N
160.162-018	Accountant (All Industries)	7	S N O N N O N O O O O F F N F O O O O O	N N N N 2 N N N N N N N N N
160.162-026	Rate Engineer (All Industries)	7	S N N N N N N O O F N O O N C N N O N N	N N N N 2 N N N N N N N N N
160.162-026	Valuation Engineer (All Industries)	7	S N N N N N N O O F N O O N C N N O N N	N N N N 2 N N N N N N N N N
160.162-026	Accountant Cost (All Industries)	7	S N N N N N N O O F N O O N C N N O N N	N N N N 2 N N N N N N N N N
160.162-030	Data Processing Auditor (All Industries)	7	S N N N N N N O O F N F F N C N N O N N	N N N N 3 N N N N N N N N N
160.162-030	Auditor Information Systems (All Industries)	7	S N N N N N N O O F N F F N C N N O N N	N N N N 3 N N N N N N N N N

The filter used to select the alternative jobs listed above is based on the following measures:
GOE Code: 110601

Area: Aberdeen, Washington
DES Area: NORTHWEST WASHINGTON, WA
Name:

Data that Affect Career Assessments
NAICS Sector: Finance and Insurance
Codes: NAICS: 522110, eSIC: 6020, usSEC: 6021
Industry: XWalk

Size (Assets): 100,000,000
Questionnaire Disclaimer

Data as of: January 1, 2004 Organization: File: c:\enr\user\defined\files\edot\test\settings-berdeen.edt

FIG. 43

Enhanced Dictionary of Occupational Titles - Vocational Edition

File Edit Description Edition Library Internet Help

Jobs | Individual's Data | Transferability Assessment | Alternate Job List | Job Availability | Potential Employers

Job Availability

(Vocational Occupations)

Survey Data Source: ERI's eDOT Job Availability Survey (see www.eri-edot.com)
pro-rata, if shown, among OES and U.S. Census job family populations

Survey/Source Name: U.S. annual OES survey 2001-data for use in 2003

Data Projected/Trended to: January 01, 2004

Search Filter GOE(s): 11.06.01 - Accounting and Auditing

Population Survey Area: NORTHWEST WASHINGTON, WA

Population Survey Area Counties: CLALLAM, SKAGIT, JEFFERSON, MASON, SAN JUAN, GRAYS HARBOR

eDOT Code	Job Title	U.S. OES Job Family Population	Estimations		Standard Error
			ERI's Job Availability Survey	ERI's Complexity Model	
160.162-018	Accountant	1,990	951	64	0.0
160.262-201	Accountant 1	1,990	241	85	0.0
160.262-202	Accountant 2	1,990	78	66	0.0
160.162-203	Accountant 3	1,990	68	61	0.0
160.162-204	Accountant 4	1,990	46	61	0.0
160.132-205	Accountant 5	760	0	11	0.0
160.132-206	Accountant 6	760	0	11	0.0
160.167-013	Accountant Assistant	1,990	41	97	0.0
160.162-022	Accountant Budget	1,990	53	61	0.0
160.162-026	Accountant Cost	1,990	73	64	0.0
160.167-028	Accountant Machine Processing	1,990	1	63	0.0
160.167-022	Accountant Plant	1,990	30	65	0.0
160.167-022	Accountant Property	1,990	30	65	0.0
160.167-026	Accountant Systems	1,990	1	63	0.0
160.162-010	Accountant Tax	1,990	0	59	0.0
160.137-057	Accounting Director	760	5	13	0.0
160.167-057	Accounting Manager	760	165	13	0.0
160.137-057	Accounting Supervisor 2	1,990	32	66	0.0
160.167-026	Accounting System Expert	1,990	1	63	0.0
160.167-013	Accounting Technician	1,990	44	87	0.0
160.167-060	Appellate Counselor	80	8	60	0.0
160.167-013	Assistant Accountant	1,990	41	87	0.0
160.267-015	Assistant Auditor	1,990	11	72	0.0
160.137-102	Audit Exp. Supervisor	1,990	2	69	0.0
160.137-054	Auditing Supervisor Internal	760	8	25	0.0
160.167-054	Auditor	1,990	1	63	0.0
160.267-015	Auditor Assistant	1,990	14	72	0.0
160.167-030	Auditor County Or City	1,990	0	111	0.0
160.162-030	Auditor Data Processing	1,990	1	91	0.0

Data that Affect Career Assessments

Area: Aberdeen, Washington NAICS Sector: Finance and Insurance Size (Assets): 100,000,000

OES Area: NORTHWEST WASHINGTON, WA Codes: NAICS: 622110, eSIC: 6020, usSEC: 6021

Name: Industry: XWalk Questionnaire Disclaimer

Data as of: January 1, 2004 Organization: File: c:\en user defined files\edot test settings\aberdeen.edt

FIG. 44

Enhanced Dictionary of Occupational Titles - Vocational Edition

File Edit Description Edition Library Internet Help

Jobs Individual's Data Transferability Assessment Alternate Job List Job Availability Potential Employers

Organization List

Data Source
The following business listings include applicable organizations which utilize before-tax employee contributions for cafeteria benefits or retirement plans and/or who have more than 100 employees and whose data is part of the public record. This data is provided by Baker, Thomsen Associates (BTA), a compensation and benefits consulting firm who sponsors SalaryExpert.com. BTA collects and analyzes benefit plans and levels, including the collection of data via the Benefits Survey found at SalariesReview.com. Individual names listed are those who sign regarding these benefit plans. These individuals may not be the current or appropriate representatives regarding employment.

We suggest you use this form (below) as your worksheet for contacting these potential employers...

An initial search for matching Potential Employers was conducted using the selected geographic area (Northwest Washington, WA) and eSIC/NAICS industries (6020/522110). If a sufficient number of Potential Employers was not found, this search was expanded to include matches on the first three eSIC/five NAICS code digits (602/52211), then the first two/four digits (60/5221), then only the first one/three digits (6/522).

Selected industries where transferrable skills apply:
SIC: Finance, Insurance, and Real Estate
(Including: Depository Institutions; Insurance Agents, Brokers, & Service; Insurance Carriers, Nondepository Institutions, Real Estate; Security and Commodity Brokers)
NAICS: Finance and Insurance

Note: eDOT NAICS industries (and for the Archive edition, the old DOT 3 digit code) are crosswalked to various vendors' datafiles, most of which use other industry codes; the consequence is that the industry listed above may not exactly match this analysis' original industry selection. See bottom of screen, eDOT, Industry Xwalk for more information.

Organization Name	Phone Number	Job Exists	Opening Available	Organization Size	SIC/NAICS	When Contacted
Richard W Kneipp Islanders Bank PO Box 909 Friday Harbor, WA 98250-0909	360-378-3568	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	42	0000/ 522110	___/___/___
Cheryl Bishop Skagit State Bank PO Box 285 Burlington, WA 98233-0285	360-755-0411	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	175	0000/ 522110	___/___/___
Donald A Ross Jr State Bank of Concrete PO Box 426 Concrete, WA 98237-0426	360-853-8171	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	17	0000/ 522110	___/___/___
John Van Dyke CFO Bank of Grays Harbor	360-533-8870	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	Unknown	0000/ 522110	___/___/___

Data that Affect Career Assessments

Area: Aberdeen, Washington
 DES Area: NORTHWEST WASHINGTON, WA
 Name: _____

NAICS Sector: Finance and Insurance
 Codes: NAICS: 522110, eSIC: 6020, usSEC: 6021
 Industry Xwalk: _____

Size (Assets): 100,000,000
 Questionnaire: _____ Disclaimer: _____

Data as of: January 1, 2004 Organization: _____ File: c:\en user defined files\edot test settings\aberdeen.edt

FIG. 45

Enhanced Dictionary of Occupational Titles - Vocational Edition			
File Edit Description Edition Library Internet Help			
Jobs Individual's Data Transferability Assessment Alternate Job List Job Availability Potential Employers			
Current Job		Previous Job II (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Job Trained For (none)	
Automobile Mechanic		eDOT: 620.261-010 OES: 85302 O*NET: 49-3023.00 SOC: 453023	
Position Description Worker Characteristics O*NET Position XWalk Video			
(values in red are search criteria specified in Filter Options)			
Industry	Original DOT Value Automotive Ser.	Normalized eDOT Value Other Services (except Public Administration)	
eDOT code	620.261-010	620.261-010	
Occupational Code	620-Motorized Vehicle And Engineering Equipment Mechanics An		
Worker Functions			
Data	2-Analyzing	2-Analyzing	
People	6-Speaking-Signalling	6-Speaking-Signalling	
Things	1-Precision Working	1-Precision Working	
Specific Vocational Preparation (SVP)	7-Over 2 years up to and including 4 years	5-Over 6 months up to and including 1 year	
Mental Demands			
Mathematics Level	Level 3	Level 2	
Language Level	Level 3	Level 1	
Reasoning Level	Level 4	Level 3	
GOE Code	05.05.09 - Mechanical Work	05.05.09 - Mechanical Work	
Attitudes			
General Learning Ability	3-Medium	4-Low	
Verbal Aptitude	3-Medium	4-Low	
Humoric Aptitude	4-Low	5-Markedly Low	
Spatial Aptitude	2-High	3-Medium	
Form Perception	3-Medium	5-Markedly Low	
Clerical Perception	4-Low	5-Markedly Low	
Motor Coordination	3-Medium	4-Low	
Finger Dexterity	3-Medium	3-Medium	
Manual Dexterity	2-High	3-Medium	
Eye-Hand-Foot Coord.	4-Low	4-Low	
Color Discrimination	4-Low	5-Markedly Low	
Temperaments			
Performing a VARIETY of duties		Performing a VARIETY of duties	
Attaining precise set limits, TOLERANCES, and standards		Attaining precise set limits, TOLERANCES,	
Making JUDGMENTS and decisions		Dealing with PEOPLE	
		Making JUDGMENTS and decisions	
Physical Demands			
Strength	Medium Work: Exerting 20 to 50 pounds of force	Light Work: Exerting up to 20 pounds of force	
Climbing	Not Present	Not Present	
Balancing	Not Present	Occasionally	
Stooping	Occasionally	Occasionally	
Kneeling	Occasionally	Occasionally	
Crouching	Occasionally	Occasionally	
Crawling	Occasionally	Occasionally	
Reaching	Frequently	Occasionally	
Handling	Frequently	Frequently	
Fingering	Frequently	Frequently	
Feeling	Not Present	Occasionally	
Talking	Occasionally	Occasionally	
Hearing	Occasionally	Occasionally	
Tasting/Smelling	Not Present	Not Present	
Hear Acuity	Frequently	Frequently	
Far Acuity	Not Present	Occasionally	
Depth Perception	Frequently	Occasionally	
Accommodation	Occasionally	Occasionally	
Color Vision	Occasionally	Occasionally	
Field of Vision	Not Present	Occasionally	
Environmental Conditions			
Exposure to Weather	Not Present	Not Present	
Extreme Cold	Not Present	Not Present	
Extreme Heat	Not Present	Occasionally	
Wet and/or Humid	Not Present	Not Present	
Noise Intensity Level	Loud	Moderate	
Data that Affect Career Assessments			
Area: United States Average	NAICS Sector: All Industries		Size (Revenue): 100,000,000
OES Area: U.S. National Average - All Entries	Codes: NAICS: 000000, eSIC: 0000, usSEC: 0000		Questionnaire Disclaimer
Name:	Industry XWalk		
Data as of: January 1, 2004	Organization:	File:	

FIG. 47A

Enhanced Dictionary of Occupational Titles - Vocational Edition

File Edit Description Edition Library Internet Help

Jobs Individual's Data Transferability Assessment Alternate Job List Job Availability Potential Employers

Current Job Previous Job II (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Job Trained For (none)

Automobile Mechanic eDOT: 620.261-010 DES: 85302
O*NET: 49-3023.00 SOC: 493023

Position Description Worker Characteristics O*NET Position XWalk Video

Normalized eDOT Value	Std. Dev.
Other Services (except Public Administration)	
620.261-010	
620-Motorized Vehicle And Engineering Equipment Mechanics An	
2-Analyzing	0.7890
6-Speaking-Signalling	0.8531
1-Precision Working	1.0814
5-Over 6 months up to and including 1 year	0.8166
Level 2	0.4529
Level 1	0.4735
Level 3	0.4203
05.05.09 - Mechanical Work	0.4529
4-Low	0.3104
4-Low	0.3045
5-Markedly Low	0.4024
3-Medium	0.4458
5-Markedly Low	0.4810
5-Markedly Low	0.4625
4-Low	0.4591
3-Medium	0.4358
3-Medium	0.4021
4-Low	0.4686
5-Markedly Low	0.5617
Performing a VARIETY of duties	0.2934
Attaining precise set limits, TOLERANCES, and standards	0.3819
Dealing with PEOPLE	0.2009
Making JUDGMENTS and decisions	0.3309
Light Work: Exerting up to 20 pounds of force	0.4286
Not Present	0.3760
Occasionally	0.2831
Occasionally	0.5765
Occasionally	0.3733
Occasionally	0.4727
Occasionally	0.1975
Occasionally	0.3703
Frequently	0.3672
Frequently	0.6872
Occasionally	0.4861
Occasionally	0.3845
Occasionally	0.4338
Not Present	0.1228
Frequently	0.6415
Occasionally	0.4599
Occasionally	0.7311
Occasionally	0.6754
Occasionally	0.5749
Occasionally	0.3677
Not Present	0.4391
Not Present	0.1371
Occasionally	0.3602
Not Present	0.4200
Moderate	0.4451

Data that Affect Career Assessments

Area: United States Average
DES Area: U.S. National Average - All Entries
Name:

NAICS Sector: All Industries
Codes: NAICS: 000000, eSIC: 0000, usSEC: 0000
Industry XWalk

Size (Revenue): 100,000,000
Questionnaire Disclaimer

Date as of: January 1, 2004 Organization File:

FIG. 47B

Enhanced Dictionary of Occupational Titles - Vocational Edition			
File Edit Description Edition Library Internet Help			
Jobs Individual's Data Transferability Assessment Alternate Job List Job Availability Potential Employers			
Current Job		Previous Job II (none)	Previous Job III (none)
Previous Job IV (none)		Previous Job V (none)	Job Trained For (none)
Automobile Mechanic			
		eOQT: 620.261-010 OES: 85302 O*NET: 49-3023.00 SOC: 493023	
Position Description	Worker Characteristics	O*NET	Position XWalk Video
Noise Intensity Level	Loud		Moderate
Vibration	Not Present		Not Present
Atmospheric Conditions	Frequently		Frequently
Proximity to Moving Parts	Not Present		Not Present
Exposure to Electrical Shock	Not Present		Not Present
Working in High, Exposed Places	Not Present		Not Present
Exposure to Radiation	Not Present		Not Present
Working With Explosives	Not Present		Not Present
Exposure to Toxic Chemicals	Not Present		Occasionally
Other Environmental Conditions	Not Present		Occasionally
Work Fields	111 - Electrical-Electronic Fabricating-Installing, Repairing 121 - Mechanical Fabricating-Installing, Repairing		111 - Electrical-Electronic Fabricating-Instal 121 - Mechanical Fabricating-Installing, Rep.
MPSMS	591 - Motor Vehicles And Motor-Vehicle Equipment		591 - Motor Vehicles And Motor-Vehicle Eq
Enhanced Work Characteristics			
Education Level	Equivalent to High School - does not provide		
Physical Stress			
Carry, Lift, Push, Move & Pull (<10 lbs)	Occasionally		
Carry, Lift, Push, Move & Pull (10 lbs)	Occasionally		
Carry, Lift, Push, Move & Pull (20 lbs)	Not Present		
Carry, Lift, Push, Move & Pull (50 lbs)	Not Present		
Carry, Lift, Push, Move & Pull (100 lbs)	Not Present		
Walking	Occasionally		
Sitting	Occasionally		
Standing	Occasionally		
Keyboards	Occasionally		
Exposure to Injury from Biohazards	Frequently		
Sit, Stand, Shuffle	Not Present		
Reaching Above Shoulders	Not Present		
Psychological Stress - General			
Understanding	Occasionally		
Variety of Work	Frequently		
Dealing With People	Occasionally		
Unpleasant / Strained Situations	Not Present		
Frustrating Situations	Frequently		
Psychological Stress - Understanding and Memory Stress Factors			
Short Term Instructions	Occasionally		
Written Communications	Occasionally		
Psychological Stress - Sustained Concentration Stress Factors			
Short Instructions	Occasionally		
Detailed Instructions	Frequently		
Concentration & Attention	Frequently		
Hectic Work Load	Occasionally		
High Precision	Occasionally		
Distractions	Occasionally		
Decision Making	Occasionally		
Repetitive Work	Not Present		
Psychological Stress - Inherent Social Interaction Stress Factors			
Work Alone or Apart	Occasionally		
Assignment Receipt	Occasionally		
Accepting Criticism	Occasionally		
Skills	assembles cares compresses disassembles drives engineers examines		
Data that Affect Career Assessments			
Area: United States Average	NAICS Sector: All Industries	Size	(Revenue): 100,000,000
OES Area: U.S. National Average - All Entries	Codes: NAICS: 000000 eSIC: 0000 usSEC: 0000	Questionnaire	Disclaimer
Name:	Industry XWalk		
Date as of: January 1, 2004	Organization	File	

FIG. 47C

FIG. 47D

enhanced Dictionary of Occupational Titles - Vocational Edition

File Edit Description Edition Library Internet Help

Jobs | Individual's Data | Transferability Assessment | Alternate Job List | Job Availability | Potential Employers

Current Job | Previous Job II (none) | Previous Job III (none) | Previous Job IV (none) | Previous Job V (none) | Job Trained For (none)

Automobile Mechanic eDOT: 620-261-010 DES: 85302
O*NET: 49-3023.00 SOC: 493023

Position Description | Worker Characteristics | O*NET | Position XWalk | Video

Show titles for: enhanced Dictionary of Occupational Titles Sort table by: ☒ Ascending ☐ Descending Search table by: eDOT Title Search for: Begin Search

Automobile Mechanic ☒ Search for partial values

#	eDOT Title	eDOT Code	O*NET	GOE	OCC	UKSOC	NOC	Mexico	ISCO	SOC	DES	MOC	CF
1033	Automobile Body Worker	807381010	49302100	050506	807	5232	7322	5245	10	493021	85305	M	47
1034	Automobile Bumper Straightener	807684010	51403103	051212	807	8129	7322	5245	10	514031	91305		00
1035	Automobile Club Safety Program Coordinat	249167010	43101101	070102	249	1152	1233	1419	10	431011	51002		00
1036	Automobile Damage Appraiser	241267014	13103200	111201	241	3531	6484	535	10	131032	53305		08
1037	Automobile Detailer	915687034	53706100	051218	915	5233	1453	535	10	537061	98905		00
1038	Automobile Final Inspector	806687018	51906105	060302	806	8133	7216	5241	10	519061	83005		47
1039	Automobile Headlight Assembler	729684034	51202200	060423	729	8131	6421	535	10	512022	93905		00
1040	Automobile Inspector	620261018	51906100	050702	620	8133	621	535	10	519061	83002	M	47
1041	Automobile Insurance Claim Adjuster	241217010	13103100	111201	241	3533	6233	6251	10	131031	53302		52
1042	Automobile Insurance Claim Examiner	241267018	13103100	111201	241	3566	6484	535	10	131031	53302		08
1043	Automobile Light Assembler	729684034	51202200	060423	729	8131	6421	535	10	512022	93905		00
1044	Automobile Locator	296367010	41909999	070503	296	3544	6421	7134	10	419099	49999		08
1045	Automobile Mechanic	620261010	49302300	050509	620	5231	7321	535	10	493023	85302	F	47
1046	Automobile Mechanic Apprentice	620261012	49302300	050509	620	5233	7321	535	10	493023	85302		47

enhanced Dictionary of Occupational Titles Position Description of highlighted position in table above.

Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.

- Work is distinguished by a requirement for training and skill in computer diagnostics and electronics troubleshooting, which may require factory certification.
- A combination of over two years of directly related training and/or experience is typically required for carrying out the responsibilities for this job.
- Examines vehicle and discusses with customer, automobile repair service estimator, or inspector nature and extent of damage or malfunction.
- Plans work procedure, using charts, technical manuals, and experience.
- Raises vehicle, using hydraulic jack or hoist, to gain access to mechanical units bolted to underside of vehicle.
- Removes unit, such as engine, transmission, or differential, using wrenches and hoist.
- Disassembles unit and inspects parts for wear, using micrometers, calipers, and thickness gauges.
- Repairs or replaces parts, such as pistons, rods, gears, valves, and bearings, using mechanic's hand tools.
- Mends damaged body and fenders by hammering out or filling in dents and welding broken parts.

Data that Affect Career Assessments

Area: United States Average NAICS Sector: All Industries Size (Revenue): 100,000,000

DES Area: U.S. National Average - All Entries Code: NAICS: 000000, eSIC: 0000, usSEC: 0000

Name: IndustryXWalk Questionnaire Disclaimer

Data as of: January 1, 2004 Organization: File:

FIG. 48

Industry Crosswalk														
Show industries for:		Sort table by:		Search table by:		Search for:		Begin Search		Close				
SIC	Title	SECSIC	NAICS	NAICSct	Form 5500	Evergreen	DOT Short	DOT Long	Old SIC	ERI's Exec	PBA	PBA2	PBA3	US Com
33	Air Transportation, Scheduled	4512	481100	48	481000	45	125	1032	4500	40	4500	4500	4500	421
34	Air Transportation, Scheduled	4512	481100	48	481000	45	125	1032	4500	40	4500	4500	4500	421
35	Air Transportation, Scheduled	4512	481112	48	481000	45	125	1032	4512	40	4500	4500	4500	421
36	Aircraft	3721	3721	37	3721	36	123	1030	3721	32	3725	3700	3700	891
37	Aircraft	3721	3721	31	336411	36	123	1030	3721	32	3725	3700	3700	352
38	Aircraft	3721	3721	31	336410	36	123	1030	3721	32	3725	3700	3700	351
39	Aircraft Engines And Engine Parts	3724	3724	31	336412	36	123	1030	3724	32	3725	3700	3700	352
40	Aircraft Engines And Engine Parts	3724	3724	31	336410	36	123	1030	3724	32	3725	3700	3700	891
41	Aircraft Parts And Equipment, Nec	3728	3728	31	332910	36	123	1030	3728	32	3725	3700	3700	300
42	Aircraft Parts And Equipment, Nec	3728	3728	31	336400	36	123	1030	3728	32	3725	3700	3700	300
43	Aircraft Parts And Equipment, Nec	3728	3728	31	336413	36	123	1030	3728	32	3725	3700	3700	352
44	Airports, Flying Fields, & Services	4581	4581	48	488111	45	125	1032	4582	40	4500	4500	4500	432
45	Airports, Flying Fields, & Services	4581	4581	48	488110	45	125	1032	4582	40	4500	4500	4500	432
46	Airports, Flying Fields, & Services	4581	4581	48	488119	45	125	1032	4582	40	4500	4500	4500	432
47	Airports, Flying Fields, & Services	4581	4581	56	561720	45	125	1032	4582	40	4500	4500	4500	722
48	Airports, Flying Fields, & Services	4581	4581	48	488190	45	125	1032	4582	40	4500	4500	4500	432
49	Alkalies And Chlorine	2812	2810	31	325180	28	237	1066	2815	16	2815	2815	2800	192
50	Alkalies And Chlorine	2812	2810	31	325181	28	237	1066	2812	16	2815	2815	2800	192
51	Alkalies And Chlorine	2812	2810	31	325180	28	237	1066	2812	16	2815	2815	2800	192
52	All Industries	0	0	0	000000	00	138	1036	000	00	0	100	100	0
53	Aluminum Die-Castings	3363	3360	31	331520	33	362	1133	3363	22	3380	3300	3300	271

SIC Description of highlighted industry in table above

FIG. 49

Enhanced Dictionary of Occupational Titles - Workers' Comp. Edition (V. 2003)	
File Edit Description Edition Library Internet Help	eDOT: 620.261-010 OES 85302 O*Net 49-3023.00 SOC 430023
Jobs: [Xwalk] W/A Job Analysis Form W/A Initial Claim Form eDOT Job Analysis Form	Zip Code: [click to select]
Automobile Mechanic	
Selected Position	
Position: Code, Geographic Area, and Industry Code Crosswalk	
Actual Position Title:	
eDOT Position Title: Automobile Mechanic	
Position Codes	
Enhanced Dictionary of Occupational Titles (eDOT) Code: 620261010	
Standard Occupational Classifications (SOC) Code: 493023	
Occupational Information Network (O*NET) Code: 49-3023.00	
Occupational Safety and Health Admin. (OSHA) SOC Code: 0	
Immigration H1-B Visa Job Zone Code: 4	
Generic Workers' Compensation Class Code: 370	
General Equal Employment Opportunity Code: 3	
U.S. Census Job Code 1990: 505	
Occupational Employment Statistics (OES) Code: 85302	
U.S. Guide for Occupational Exploration (GOE) Code: 050509	
U.S. Military Code: F	
U.S. Classification of Instructional Programs (CIP) Code: 470604	
Canada National Occupation Classification (NOC) Code: 7321	
U.K. Standard Occupational Classification (SOC) Code: 5231	
U.N. International Standard Classification of Occupations Code:	
Industry Codes	
North American Industry Classification System (NAICS) Code: Other Services (except Public Administration)	
Area (Location of Individual)	
Zip Code: (Please select a zip code.)	
ERI City/State:	
Post Office Name:	
Country:	
Date as of April 1, 2004	
Organization:	
File:	

FIG. 50

FIG. 51

FIG. 51

enhanced Dictionary of Occupational Titles - Vocational Edition	
File Edit Description Edition Library Internet Help	
Jobs Individual's Data Transferability Assessment Alternate Job List Job Availability Potential Employers	
Current Job Previous Job II (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Job Trained For (none)	
<div> <div>Automobile Mechanic</div> <div> eOQT: 620.261-010 OES: 85302 O*NET: 49-3023.00 SOC: 493023 </div> </div>	
Position Description Worker Characteristics O*NET Position XWalk Video	
620.261-010 Automobile Mechanic Alternate Titles Automobile Mechanic Motor, Compressor Mechanic Bus; Differential Repairer, Drive Shaft & Steering Post Repairer, Engine Hea Overview Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles. Functions Work is distinguished by a requirement for training and skill in computer diagnostics and electronics troubleshooting, which may A combination of over two years of directly related training and/or experience is typically required for carrying out the responsibility Examines vehicle and discusses with customer, automobile repair service estimator, or inspector nature and extent of damage o Plans work procedure, using charts, technical manuals, and experience. Raises vehicle, using hydraulic jack or hoist, to gain access to mechanical units bolted to underside of vehicle. Removes unit, such as engine, transmission, or differential, using wrenches and hoist. Disassembles unit and inspects parts for wear, using micrometers, calipers, and thickness gauges. Repairs or replaces parts, such as pistons, rods, gears, valves, and bearings, using mechanic's hand tools. Mends damaged body and fenders by hammering out or filling in dents and welding broken parts. Replaces and adjusts headlights, and installs and repairs accessories, such as radios, heaters, mirrors, and windshield wipers. May be designated according to specialty. Specific Vocational Preparation (SVP): Level (5) Over 6 months up to and including 1 year <div> <div></div> <div></div> </div>	
<div> <div> Data that Affect Career Assessments Area: United States Average OES Area: U.S. National Average - All Entries Name: </div> <div> NAICS Sector: All Industries Codes: NAICS: 000000, eSIC: 0000, usSEC: 0000 Industry XWalk </div> <div> Size (Revenue): 100,000,000 Questionnaire Disclaimer </div> </div>	
Data as of: January 1, 2004 Organization: File:	

FIG. 52

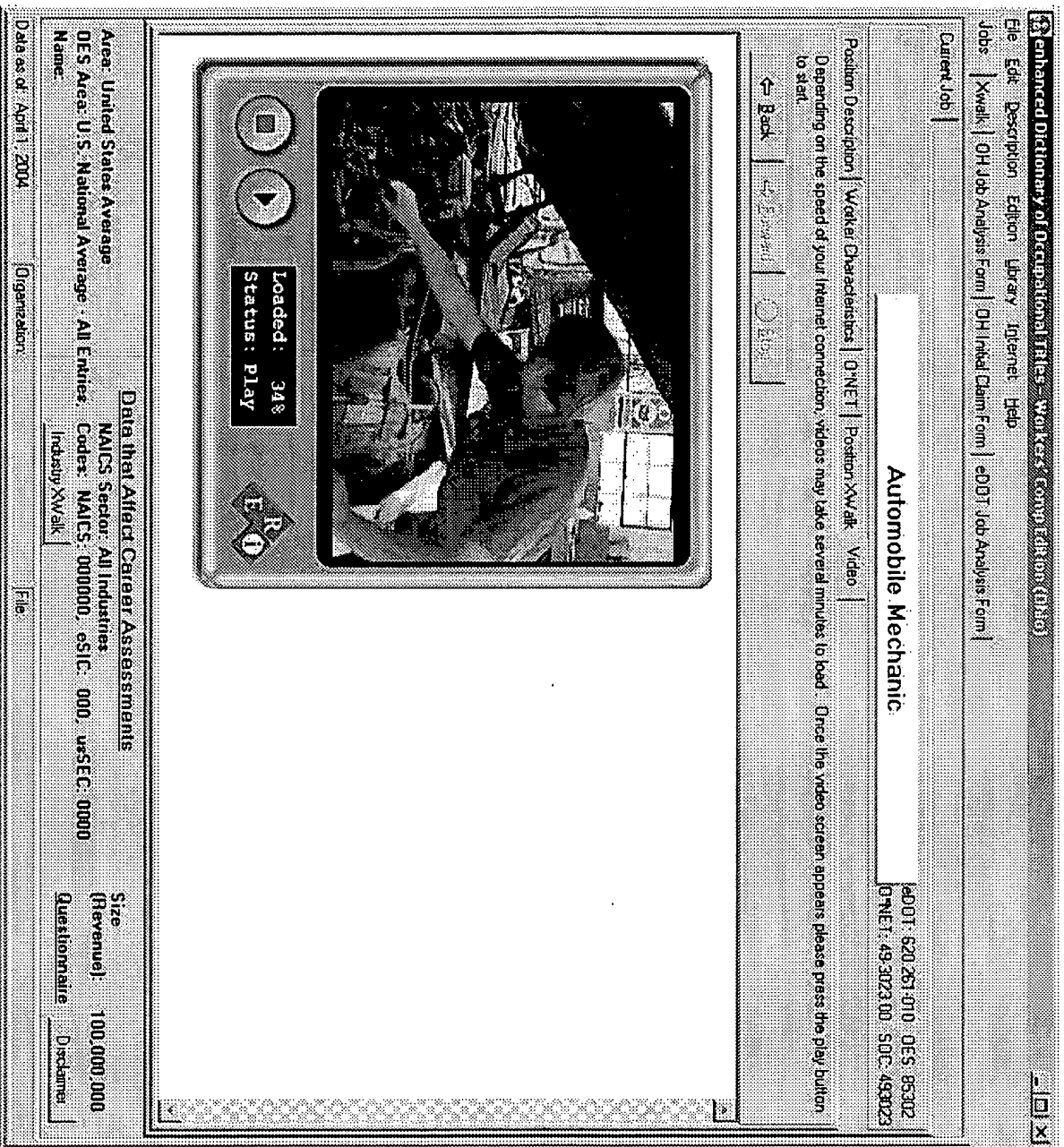


FIG. 53

Enhanced Dictionary of Occupational Titles - Workers' Compensation (OHS)

File Edit Description Edition Library Internet Help

Jobs Xwalk OH Job Analysis Form OH Initial Claim Form eDOT Job Analysis Form

Current Job

Automobile Mechanic

eDOT: 620.261-010 DES: 85302
O*NET: 49-3023.00 SOC: 493023

Position Description Worker Characteristics O*NET Position Xwalk Video

o*net[®]
Online

Occupational Information Network
O*NET Online

Related Links Online Help

Find Occupations Skills Search Crosswalk

Partially updated 2003

Summary Report for:

49-3023.01 - Automotive Master Mechanics

Repair automobiles, trucks, buses, and other vehicles. Master mechanics repair virtually any part on the vehicle or specialize in the transmission system.

Tasks | Knowledge | Skills | Abilities | Work Activities | Work Context | Job Zone | Interests | Work Values | Related Occupations | Wages & Employment

Tasks

- Align vehicles front ends.
- Confer with customers to obtain descriptions of vehicle problems, and to discuss work to be performed and future repair requirements.
- Disassemble units and inspect parts for wear, using micrometers, calipers, and gauges.
- Examine vehicles to determine extent of damage or malfunctions.

Insert related occupational information, including knowledge, abilities, skills, and work activities.

Data that Affect Career Assessments

Area: United States Average
DES Area: U.S. National Average - All Entries
Name:

NAICS Sector: All Industries
Codes: NAICS: 000000, esic: 000, unsec: 0000
Industry: Xwalk

Size (Revenue): 100,000,000
Questionnaire: Declines

Data as of: April 1, 2004 Organization: File

FIG. 54

Getting Started

How To Begin
Enroll Now
Self-Evaluation
Exams
FAQs

Courses

Available Courses
Full Course Catalog
Course Authors

Course Credit



JCA Credential
Professional Credit
PHR and SPHR Credit

Resources

Online Textbook
Glossary
DLC Wizard
Course/Assessor
Crosswalk

Policies

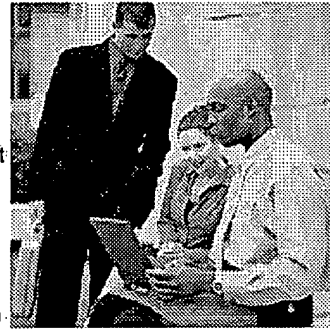
HR Answers

 Send Feedback
 Tell A Friend

Online Degree in Compensation and Job Analysis

ERI's *Job and Compensation Analyst (JCA)* accreditation program is the only national online learning program available for the training and credentialing of job and compensation analysts.

This special distance education credential requires that you prove your mastery of the latest job analysis techniques, as well as the use of compensation planning methods and survey software. Earning ERI's JCA credential will provide you recognition that you have met a standard of knowledge and experience in the fields of Human Resources, compensation, and job analysis...



In order to receive the JCA designation, you must complete 50 JCA credit hours within 1 year. This can be accomplished through attending ERI seminars, telephone conferences, or passing Distance Learning Center online courses with a score of 100% on every final exam. In addition, you must have at least 4 years experience in the fields of Human Resources, compensation, or job analysis. (University students and recent graduates are exempted from this rule.)

JCA Online Learning Advantages

Use the JCA online education program to test your knowledge of compensation, benefits, job analysis, job evaluation, and more. Earning the JCA credential will then provide you with public recognition of your professional achievement in compensation practice, including the intricate process of job analysis.

This distance education program will promote your career advancement, proving to your employer (and others) that you have demonstrated expertise in the fields of compensation and job analysis. Employers who see that you have earned 50 JCA credit hours will know that you have received advanced training in the thorniest compensation topics, including taxation, executive compensation, job analysis and job evaluation, office relocation, prevailing wages, discrimination, stock option valuation, etc. Your employer can verify this online learning credential by perusing our online course catalog and taking any of the Internet courses for free. (You are only charged \$19 at the end of each online learning course if you wish to take a final exam for continuing education credit.) If you would like us to mail you or your employer a free hardcopy Distance Learning Center course catalog, please email: contact.dlc@erieri.com.

JCA Distance Education

Earning the JCA online learning credential requires no travel time or travel expense. Users can complete this distance education program from their home or office 24/7. In addition, this online learning program has a lower cost than other compensation certifications. The total cost of receiving the JCA credential is less than \$1,000 (US). Other programs cost upwards of \$8,000 for all the courses and exams (not including travel expenses if their classes are not offered in your home town).

FIG. 55



Getting Started

[How To Begin](#)
[Enroll Now](#)
[Self-Evaluation Exams](#)
[FAQs](#)

Courses

[Available Courses](#)
[Full Course Catalog](#)
[Course Authors](#)

Course Credit

[ICA Credential](#)
[Professional Credit](#)
[PHR and SPHR Credit](#)

Resources

[Online Textbook](#)
[Glossary](#)
[DLC Wizard](#)
[Course/Assessor Crosswalk](#)

Policies

HR Answers

 [Send Feedback](#)
 [Tell A Friend](#)

Available Online Courses

Foundation Courses

- [02 - Online Compensation and Employee Benefits Administration](#)
- [03 - New Economy Compensation](#)
- [04 - Organization Wage Determinations](#)
- [09 - Basic Quantitative Methods](#)
- [15 - Overview of Compensation Laws and Regulations](#)
- [54 - Online Recruiting](#)
- [71 - Environments of Compensation and Benefits Administration](#)

Salary Administration

- [19 - Quantitative Methods Used in Salary Administration](#)
- [33 - Conducting Job Analysis](#)
- [34 - Installing Job Evaluation in Your Organization](#)
- [73 - Analyzing Compensation Survey Sources](#)
- [78 - Salary Increase Planning: Salary Survey Data, Cost-of-Living Adjustments, and Merit Increases](#)
- [81 - Creating a Competitive Salary Assessment](#)
- [82 - Creating a Competitive Wage Structure](#)
- [83 - Designing a Branch-Office Wage Structure](#)

Incentive Compensation

- [75 - Creating an Incentive Pay Plan](#)
- [76 - Sales Compensation and Expense Allowances](#)
- [77 - Installing Pay-for-Performance Plans in Your Organization](#)

Executive Compensation

- [21 - Managerial and Executive Compensation](#)
- [29 - Quantitative Methods Used in Executive Compensation](#)

Special Topics

- [14 - Prevailing Wage Analyses](#)
- [32 - Eliminating the Gender Pay Gap](#)
- [39 - Quantitative Methods Used in Discrimination Analyses](#)
- [49 - Regression Analysis Used in Compensation Administration](#)

Litigation Challenges

- [01 - Preparing to be an Expert Witness](#)
- [11 - Daubert Criteria for Expert Witness Testimony](#)
- [13 - How to Calculate Lost Wages](#)
- [52 - Use of the DOT in the SSA Disability Determination Process](#)
- [58 - Comparing the DOT, O*NET and eDOT](#)
- [ADR100 - History and Theory of Dispute Mediation](#)

FIG. 56